

PLACEMENTS

A Y: 2019 - 20

S.NO	COMPANY NAME	PACKAGE	STUDENT NAME	REGD. NO	BRANCH	YOP
1	ALIENS DEVELOPERS	2.16 LPA	PAMARTHI SRILAKSHMI	16NH1A0455	ECE	2020
2			CHIDARABOYINA PRAVEEN KUMAR	16NH1A0303	MECH	2020
3			DARAM EMMANUEL	16NH1A0306	MECH	2020
4			GORIPARTHI VENKATA RANGA RAO	16NH1A0309	MECH	2020
5			KOMMA VEERA VENKATESWARARAO	16NH1A0312	MECH	2020
6			MAGANTI NAGA KIRAN KUMAR	16NH1A0317	MECH	2020
7			MOHAMMAD KAREEM BASHA	16NH1A0323	MECH	2020
8			POLUKONDA NAGA VEERA BHADRUDU	16NH1A0328	MECH	2020
9			KUNDAN KUMAR	16NH1A0335	MECH	2020
10			BAVURUPALLI NAGA SAI KRISHNA	17NH5A0301	MECH	2020
11			BOYINA SAI RAM	17NH5A0304	MECH	2020
12			KARRI PAVAN KUMAR	17NH5A0313	MECH	2020
13			MADDADA VENKATA DURGA RAO	17NH5A0329	MECH	2020
14			DASARI SIVANAGA RAJA KUMAR	16NH1A0102	CIVIL	2020
15			KOLLIPARA PURNA CHANDRA	16NH1A0109	CIVIL	2020
16			KOSURU MADHU KUMAR	16NH1A0110	CIVIL	2020
17			VALLURU RAHUL	16NH1A0116	CIVIL	2020
18			KARINGULA SIVA KRISHNA	17NH5A0106	CIVIL	2020
19			KOLLATI VIJAY KUMAR	17NH5A0109	CIVIL	2020
20			MINUKURI SIVA SUBRAHMANYAM	17NH5A0112	CIVIL	2020
21			RACHAPROLU KRANTH KUMAR	17NH5A0115	CIVIL	2020
22	VEERLA SAI TEJA	17NH5A0119	CIVIL	2020		
23	BLUE OCEAN	1.2 LPA	AAREPU MOUNIKA SAI	16NH1A0501	CSE	2020
24			ABDUL SULTHANA BEGUM	16NH1A0502	CSE	2020
25			ADIRAJU SRI NAGA CHANDRA AASRITHA	16NH1A0503	CSE	2020
26			CHOPPARAPU HARIKA	16NH1A0516	CSE	2020
27			JALLURI JYOTHSNA LAKSHMI ANUSHA	16NH1A0528	CSE	2020
28			KANDEPU POORNA NAGA PRAVEENA	16NH1A0532	CSE	2020
29			KARE SAHITHI	16NH1A0533	CSE	2020
30			KONDISETTI NIHARIKA	16NH1A0538	CSE	2020
31			KORADA BHAVANI	16NH1A0539	CSE	2020

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32			KURADA DURGA SOWJANYA	16NH1A0541	CSE	2020
33			LAKUMARAPU SRAVANI	16NH1A0542	CSE	2020
34			MEEGADA RAMYA	16NH1A0544	CSE	2020
35			MOVVA PRIYANKA	16NH1A0548	CSE	2020
36			MULA RESHMI	16NH1A0549	CSE	2020
37	ALIENS DEVELOPERS	2.16 LPA	NAALI BHAVANI	16NH1A0550	CSE	2020
38			PALLEM TEJASRI	16NH1A0556	CSE	2020
39			PAMARTHI VIJAYA LAKSHMI	16NH1A0558	CSE	2020
40			PANDRAJU RAVALI DURGA	16NH1A0559	CSE	2020
41			SHEIK VANEESHA	16NH1A0569	CSE	2020
42			SYED GOUSIA	16NH1A0570	CSE	2020
43			TALLURI RASHMIKA	16NH1A0572	CSE	2020
44			TAVVA TULASI	16NH1A0575	CSE	2020
45			THALLURI TEJA SRI LAKSHMI	16NH1A0576	CSE	2020
46			UDAYAGIRI NAIMISHA	16NH1A0578	CSE	2020
47			UNGARALA YAMINI	16NH1A0581	CSE	2020
48			UNNAM SIRISHA	16NH1A0582	CSE	2020
49			VADLAMANNATI SAIRAMYA	16NH1A0584	CSE	2020
50			VATTUMILLI J N D V S A SRAVANI	16NH1A0586	CSE	2020
51			YALAMANCHI GNANA CHANDRIKA	16NH1A0589	CSE	2020
52			ALLA NAGA PAVANI	17NH5A0501	CSE	2020
53	BLUE OCEAN	1.2 LPA	ALLURI THRIPURA PRASANTHI	17NH5A0502	CSE	2020
54			CHINNAM HEMALATHA	17NH5A0503	CSE	2020
55			ABDUL RAHEEMUNNISA	16NH1A0401	ECE	2020
56			ATUKURI ROJA RAVALI	16NH1A0403	ECE	2020
57			BATHULA KEZIA	16NH1A0405	ECE	2020
58			BOPANA SUSMITHA	16NH1A0407	ECE	2020
59			CHENU JAYA LAKSHMI	16NH1A0413	ECE	2020
60			CHEPARTHI NAGA SOWJANYA	16NH1A0414	ECE	2020
61			KOLLAREDDY RENUKA	16NH1A0432	ECE	2020
62			KOLLURI NAGA SREEJA	16NH1A0433	ECE	2020
63			MUTYALA SAMARPANA	16NH1A0449	ECE	2020
64			NAIDU JAYASRI	16NH1A0450	ECE	2020
65			NUTAKKI SRIVANI	16NH1A0452	ECE	2020
66			RAVURI VINEESHA	16NH1A0463	ECE	2020
67			SHAIK SHAFIYA BEGAM	16NH1A0468	ECE	2020
68			SIRIGUDI MOUNIKA	16NH1A0472	ECE	2020
69			YARRAMSETTI TEJASRI	16NH1A0490	ECE	2020

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70			ALAPATI RAMYA KRISHNA	17NH5A0401	ECE	2020
71	ALIENS DEVELOPERS	2.16 LPA	CHEVULA PAVANA NAGA MAHITHA SAI	17NH5A0403	ECE	2020
72			KANDULA TEJASWINI	17NH5A0410	ECE	2020
73	BLUE OCEAN	1.2 LPA	PAMARTHI NAGA DURGA BHAVANI	17NH5A0416	ECE	2020
74	ALIENS DEVELOPERS	2.16 LPA	THATHA DURGA BHAVANI	17NH5A0422	ECE	2020
75	CAMBRIDGE TECHNOLOGIES	2.5 LPA	KONAKALA HARSHA NEELA	16NH1A0536	CSE	2020
76			KONDETI KATYAYANI	16NH1A0537	CSE	2020
77			ANNAVARAPU AKHILA	16NH1A0402	ECE	2020
78			BOYINA DEVI PRIYA	16NH1A0409	ECE	2020
79			SHAIK FAREEDA BEGUM	16NH1A0466	ECE	2020
80			SHAIK UMRANA	16NH1A0471	ECE	2020
81			VENNELA JHANSI	16NH1A0486	ECE	2020
82			YERUBOTHU PRAVEEN KUMAR	16NH1A0491	ECE	2020
83			KANDULA DHARANI	17NH5A0408	ECE	2020
84			MUPPIDI MOHAN CHAITANYA	17NH5A0414	ECE	2020
85			THOTA NAGA VENKATA TEJA GANESH	17NH5A0424	ECE	2020
86			KIKKURU TARUN SAI REDDY	17NH5A0315	MECH	2020
87	ENOAH	2 LPA	VASANTHAVADA CHANDRIKA	16NH1A0585	CSE	2020
88			DAKARAPU PRATHYUSHA	16NH1A0418	ECE	2020
89			TOLETI APARNA	16NH1A0478	ECE	2020
90	ETHNUS CONSULTANCY SERVICES	2.04 LPA	AMBATI SAI KUMAR	16NH1A0506	CSE	2020
91			DARSI SWATHISRI	16NH1A0518	CSE	2020
92			DOKKU DIVYA SRI	16NH1A0420	ECE	2020
93			GORRELA TRIVENI	16NH1A0423	ECE	2020
94			KOPURI DIVYA JYOTHI	16NH1A0437	ECE	2020
95			MOTAPARTHI SAJITH	16NH1A0447	ECE	2020
96			PAMARTHI PUJITHA	16NH1A0454	ECE	2020
97			JONNALA SRIKANTH REDDY	16NH1A0203	EEE	2020
98			BANDI NAGA VENKATA PAVAN	17NH5A0202	EEE	2020
99			KOSURI SNEHA LATHA	17NH5A0210	EEE	2020
100			CHILAKA SUBHASH	16NH1A0304	MECH	2020
101			KOMATI VENKATA SATYANARAYANA	16NH1A0311	MECH	2020
102			MEDEPALLI KALYAN	16NH1A0319	MECH	2020
103			PUTLA CHANDRA SEKHAR	16NH1A0329	MECH	2020
104			ALLURI SANTHOSH KUMAR	16NH1A0101	CIVIL	2020
105	KATTA VENKATA LAKSHMI BHANU	16NHH1A0108	CIVIL	2020		

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106			MARAM NAGA VENKATA SRIMANNARAYANA GOVIND SUDHEER KUMAR	16NH1A0112	CIVIL	2020
107			GANTA KIRAN BABU	17NH5A0104	CIVIL	2020
108			MARADA ROHITH VARMA	17NH5A0111	CIVIL	2020
109			BHUPATHINA LEELA NAGARJUNA	18NH1E0002	MBA	2020
110			KONA DURGA MALLIKARJUNA RAO	18NH1E0006	MBA	2020
111			PANDRAJU SUPRIYA	18NH1E0021	MBA	2020
112			VEMULA BHANU HARSHITA	16NH1A0483	ECE	2020
113			SAYANA SRI VINAY	17NH5A0418	ECE	2020
114			ANKEM RAVI TEJA	17NH5A0201	EEE	2020
115			DARAM MAHESH BABU	17NH5A0206	EEE	2020
116			MAGANTI PAVAN KUMAR	16NH1A0318	MECH	2020
117			MENDA AVINASH	16NH1A0320	MECH	2020
118			MERUGU SUSANK	16NH1A0322	MECH	2020
119			GONEPALLI KARUNAKAR	17NH5A0306	MECH	2020
120			LANKAPALLI PAVAN KALYAN	17NH5A0322	MECH	2020
121	ZENTREE LABS	2.4 LPA	VASIPALLI SATEESH	17NH5A0338	MECH	2020
122			CHALAMACHARLA SOBHA GAYATRI	16NH1A0411	ECE	2020
123	ETHNUS CONSULTANCY SERVICES	2.04 LPA	PATHURI VASUDHA	16NH1A0458	ECE	2020
124			VANNEMREDDY NAGA YAMINI	16NH1A0481	ECE	2020
125			KAGITHA BHANU PRAKASH	17NH5A0407	ECE	2020
126			BODDU AYYAPPA SWAMY	16NH1A0302	MECH	2020
127			GOLI MADHAV	16NH1A0307	MECH	2020
128			GONTHUPULI SUNNY BABU	16NH1A0308	MECH	2020
129			ASHISHKUMAR RAVI	16NH1A0336	MECH	2020
130			BODDUPALLI SATYANARAYANA	17NH5A0303	MECH	2020
131	HALCON ELEVATORS	1.2 LPA	CHILUKOTI RAHUL	17NH5A0305	MECH	2020
132			JAGANI LAKSHMI RAVI TEJA	17NH5A0307	MECH	2020
133			JANGILI DHANUSH KUMAR	17NH5A0308	MECH	2020
134			KOLUSU RAJESH	17NH5A0316	MECH	2020
135			NILAGIRI GNANA ADITYA	17NH5A0330	MECH	2020
136			SUNKARA SAI CHANDU	17NH5A0215	EEE	2020
137			VEMULA JAYA RAMA KRISHNA	17NH5A0220	EEE	2020
138	HNI AUTO TECH	2 LPA	KOTAPROLU BALA NARESH	16NH1A0313	MECH	2020
139			MUNAGALA NISHANTH	16NH1A0324	MECH	2020
140			NAKKA NAGALAKSHMI SURESH	16NH1A0325	MECH	2020

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141			JONNADA UDAY KUMAR	17NH5A0309	MECH	2020
142			JUVVALABOYINA SAMBASIVARAO	17NH5A0310	MECH	2020
143			KANAKAMEDALA MAHESH	17NH5A0312	MECH	2020
144			KORASIKA MANIKANTA DURGA NAVEEN KUMAR	17NH5A0318	MECH	2020
145			PUSUNURU SAMBASIVA RAO	17NH5A0332	MECH	2020
146			VARANASI SAI MOHAN	17NH5A0337	MECH	2020
147			VISHNUMURTHULA .RAMU	17NH5A0339	MECH	2020
148			GANTA MANOJ SAI VENKAT	17NH5A0341	MECH	2020
149	SPR HUMAN CAPITAL SOLUTIONS	2 LPA	V DEVI PRIYA	16NH1A0480	ECE	2020
150			KOMARAVOLU NAGA PAVAN	17NH5A0413	ECE	2020
151	IBEON INFO TECH	2 LPA	KOLLURU PRASANTH LAKSHMAN	16NH1A0434	ECE	2020
152			SHAIK SUMAYYA BEGUM	16NH1A0469	ECE	2020
153			BODINAPALLI JYOTHSNA	16NH1A0406	ECE	2020
154			BOPPINEEDI V V NAGA SURYA SRI SOWJANYA	16NH1A0408	ECE	2020
155	ILM	2.2 LPA	CHIRIVELLA JAHNAVI DEVI	16NH1A0416	ECE	2020
156			KAILA LAKSHMI PRASANNA	16NH1A0427	ECE	2020
157			LOYA SURYA TEJA	16NH1A0440	ECE	2020
158			MENDEM ANAND PAUL	16NH1A0444	ECE	2020
159			BOYINA VENKANNA BABU	17NH5A0204	EEE	2020
160	JOHNSON	2 LPA	GOTTAPU MOHAN	17NH5A0208	EEE	2020
161			KANCHARLA VAMSI KRISHNA	17NH5A0209	EEE	2020
162			AKKINENI VIJAY CHANDU	16NH1A0504	CSE	2020
163			BANDI TEJA MURTHY	16NH1A0511	CSE	2020
164			DAKOJU SATYA SOWJANYA	16NH1A0517	CSE	2020
165			GOPU CHAITANYA RATNA	16NH1A0522	CSE	2020
166			GUDLAVALLETI NAGA NAVEENA	16NH1A0526	CSE	2020
167			MIKKILI SAHITHI	16NH1A0546	CSE	2020
168			CHARAGULLA KALPANA	16NH1A0412	ECE	2020
169	LOGIK WORKS	3 LPA	CHITHA ESWARA RAO	16NH1A0417	ECE	2020
170			GUNJA NANI ABHINAY KUMAR	16NH1A0425	ECE	2020
171			KANCHARLA APARNA NAGA PARVATHI	16NH1A0429	ECE	2020
172			KOLUSU HANUMAN	16NH1A0436	ECE	2020
173			KUNDETI YEDUKONDALU	16NH1A0439	ECE	2020
174			MOHAMMAD SADIK	16NH1A0446	ECE	2020
175			NERUSU DIVYA SREE	16NH1A0451	ECE	2020

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176			POTLAPALLI SAI MANIKANTA KRISHNATEJA	16NH1A0460	ECE	2020
177			CHANDA DIVYALAKSHMI	16NH1A0202	EEE	2020
178			REMALLI SRIVIDYA	16NH1A0207	EEE	2020
179			VENIGALLA PUSHPALATHA	16NH1A0209	EEE	2020
180			NANDETI VIJAYA SAGAR	17NH5A0213	EEE	2020
181			TIKKISETTI VINAY KUMAR	17NH5A0217	EEE	2020
182			ATMURI SOWJANYA	18NH1E0001	MBA	2020
183			KOLUSU VEERA VENKATA SRAVANA LAKSHMI	18NH1E0005	MBA	2020
184			MOTUPALLI MAHITA	18NH1E0010	MBA	2020
185			PULIGADDA KIRAN	18NH1E0015	MBA	2020
186			SANKURATHRI MOUNIKA	18NH1E0020	MBA	2020
187			SAJJA SAI SOWMYASRI	16NH1A0568	CSE	2020
188			VINNAKOTA SAI CHANDRA	17NH5A0508	CSE	2020
189	QSPIDERS	2 LPA	CHALAMACHARLA ARUNA KUMARI	16NH1A0410	ECE	2020
190			DASI PRAVEEN CHAITANYA	16NH1A0419	ECE	2020
191			MUDILI NAGA NAVEEN	16NH1A0448	ECE	2020
192			SURISETTI VINEELA	16NH1A0474	ECE	2020
193	R.K INFO SYSTEMS	1.2 LPA	SHAIK SUMIYA	16NH1A0470	ECE	2020
194	SHELL PRO	2.2 LPA	MERUGUMALA NAGA VAMSI	16NH1A0545	CSE	2020
195			PALNATI RAJESWARI	16NH1A0557	CSE	2020
196	ZENTREE LABS	2.40 LPA	GUDAPATI RAVI TEJA	17NH5A0504	CSE	2020
197	SHELL PRO	2.2 LPA	VEERAMALLU BALARAM PHANI KUMAR	16NH1A0482	ECE	2020
198			VEMULA SEEMAN	16NH1A0484	ECE	2020
199			KANKIPATI PAVAN KALYAN	17NH5A0411	ECE	2020
200	ZENTREE LABS	2.40 LPA	BOYINA LAKSHMI GAYATHRI	16NH1A0201	EEE	2020
201	SHELL PRO	2.2 LPA	GOLI KOVELA DIVYA	17NH5A0207	EEE	2020
202			NERUSU ASHOK KUMAR	16NH1A0326	MECH	2020
203			TALLURI APURVA JYOTHI	16NH1A0571	CSE	2020
204			UMMADISETTY BHANU PRIYA	16NH1A0580	CSE	2020
205	ZENTREE LABS	2.40 LPA	CHIGURUPATI ROSHINI	16NH1A0415	ECE	2020
206			KOLUSU DIVYA	16NH1A0435	ECE	2020
207			TAMMAREDDY NEEHARIKA	16NH1A0476	ECE	2020
208			TALLURI JYOTHISRI	17NH5A0216	EEE	2020
209	SIVANTECH	2 LPA	VASA SRIKANTH	17NH5A0219	EEE	2020
210	ZENTREE LABS	2.40 LPA	BARUN RAJWAR	15NH1A0208	EEE	2020
211	SUTHERLAND GLOBAL	2 LPA	KOWRADA JETHENDRA	16NH1A0438	ECE	2020
212			MODUKURU PHANI KRISHNA	16NH1A0445	ECE	2020

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213			SHAIK FARZANA	16NH1A0467	ECE	2020
214			THOTA HEMASRI	17NH5A0423	ECE	2020
215			PURAMA MOUNIKA	16NH1A0206	EEE	2020
216	TCS	3.36 LPA	EDE NAGA DURGA PRASAD	16NH1A0421	ECE	2020
217	TECHONA ENTRPRISES	2 LPA	PARASA PRIYANKA	16NH1A0456	ECE	2020
218			UDUGULA JYOTHI	16NH1A0479	ECE	2020
219			KANDULA KAVYA	17NH5A0409	ECE	2020
220	ZENTREE LABS	2.40 LPA	PARASA LAVANYA	17NH5A0417	ECE	2020
221	TECHONA ENTERPRISES	2 LPA	VEENA SHARMILA	17NH5A0426	ECE	2020
222			SANIVARAPU TANUJA SAI	16NH1A0208	EEE	2020
223			BEZAWADA ALEKHYA	17NH5A0203	EEE	2020
224	UNO CAREER	2.4 LPA	RAJA SRI SAI	16NH1A0462	ECE	2020
225			SINGAVARAPU ADITYA	17NH5A0419	ECE	2020
226			KOTA LAKSHMI VENKATA SAI DILEEP	16NH1A0540	CSE	2020
227	ZENTREE LABS	2.40 LPA	JONNALA DEVI SUMA	16NH1A0426	ECE	2020
228	UNSCHOOL	3 LPA	PALLAPOTU MOUNIKA	16NH1A0453	ECE	2020
229	ZENTREE LABS	2.40 LPA	PEDAMALLU SHANMUKHA RAMA GANESH	16NH1A0459	ECE	2020
230	ZENUS GROUP	1.5 LPA	SETIKAM SRAVANI	17NH5A0214	EEE	2020
231			TAMIRISA VENKATA SRINATH	16NH1A0334	MECH	2020
232			MARADA SIVA VINEETH	17NH5A0328	MECH	2020
233	RAAM GROUP	2.4 LPA	ALUGOLU SADGUNA CHAITANYA	16NH1A0301	MECH	2020
234			GURAJALA KRISHNA PRASAD	16NH1A0310	MECH	2020
235			MEDEPALLI KALYAN	16NH1A0319	MECH	2020
236			PUTLA CHANDRA SEKHAR	16NH1A0329	MECH	2020
237			RAMIREDDY SANTOSH KUMAR REDDY	16NH1A0330	MECH	2020
238			RATHINENI SAI TILAK	16NH1A0331	MECH	2020
239			RAYAPUREDDY NAGABABU	16NH1A0332	MECH	2020
240			SUNKARA LAKSHMANA CHANDU	16NH1A0333	MECH	2020
241			CHANDA DIVYALAKSHMI	16NH1A0202	EEE	2020
242			JONNALA SRIKANTH REDDY	16NH1A0203	EEE	2020
243			KANKIPATI PRIYANKA	16NH1A0204	EEE	2020
244			KOSURI SNEHA LATHA	17NH5A0210	EEE	2020
245			KUCHIBOTLA NAGA SAI YESWANTH	17NH5A0211	EEE	2020
246			NADELLA NAGENDRA BABU	17NH5A0212	EEE	2020
247			NANDETI VIJAYA SAGAR	17NH5A0213	EEE	2020

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248			GOPISETTI DHANESH	16NH1A0422	ECE	2020
249			GORRELA TRIVENI	16NH1A0423	ECE	2020
250			GUMPENA KARTHIK	16NH1A0424	ECE	2020
251			GUNJA NANI ABHINAY KUMAR	16NH1A0425	ECE	2020
252			MARAGANI RAJESH	16NH1A0441	ECE	2020
253			MARRIREDDY KIRANMAYI	16NH1A0442	ECE	2020
254			MEKA VEENASREE	16NH1A0443	ECE	2020
255			POTLAPALLI SAI MANIKANTA KRISHNATEJA	16NH1A0460	ECE	2020
256			PUPPALA HANEESHASAI	16NH1A0461	ECE	2020
257			SAYANA TEJA	16NH1A0464	ECE	2020

TPO

PRINCIPAL

Pamarthi Sri Lakshmi
16 NH 1A 0455
ECE



Date: 14 March, 2020

OFFER LETTER

Dear Pamarthi Sri Lakshmi,

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 on or before **1 June, 2020**.

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. Smita Lakshmi*
Name: *P. Smita Lakshmi*

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

Salary Annexure

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

Accepted.

Signature *Sri Lakshmi*
 Name: *P. Sri Lakshmi*
 Date: *14/03/2020*

End of Annexure.

Date: 20-1-2020

OFFER LETTER

Dear CHIDARABOYINA PRAVEEN 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**.

Compensation and Benefits: Your Annual Cost To Company will be INR 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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 *Ch. Praveen Kumar*
Name: *CH. Praveen Kumar*

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
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Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
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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		₹ 30,000
(Payable on performance basis)		

Ch. Praveen Kumar

Date: 20-1-2020

OFFER LETTER

Dear DARAM EMMANUEL

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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 *Daram Emmanuel*
Name: *Daram Emmanuel*

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		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear GORIPARTHI VENKATA RANGA 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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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.
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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 *C.V. Ranga Rao*
Name: *GORIPARTHI RANGA 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
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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		₹ 30,000
(Payable on performance basis)		

Date: 14 March, 2020

OFFER LETTER

Dear Komma Veera Venkateswararao

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

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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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Other Terms & Conditions

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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 *K.V. Venkateswara Rao*
Name: *K.V. Venkateswara 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
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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: 20-1-2020

OFFER LETTER

Dear MAGANTI NAGA KIRAN 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**.

Compensation and Benefits: Your Annual Cost To Company will be INR 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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.

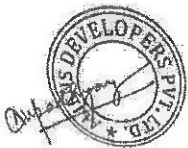
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 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.N. Kiran Kumar*
Name: *Maganti Naga Kiran Kumar*

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
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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		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear MOHAMMAD KAREEM BASHA

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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.

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.

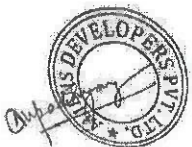
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 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 *M. Kareen Basha*
Name: *MOHAMMAD KAREEN BASHA*

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 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		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear POLUKONDA NAGA VEERA BHADRUDU

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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.

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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Other Terms & Conditions

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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 P.N.V. Bhadrudu
Name: P.Naga Veera Bhadrudu

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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Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
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Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear KUNDAN KUMAR

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

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

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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.

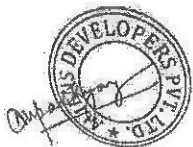
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- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with 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.

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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 *K. Kumar*
Name: *K. Kumar*

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
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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 (Payable on performance basis)		₹ 30,000



Date: 20-1-2020

OFFER LETTER

Dear BAVURUPALLI NAGA SAI KRISHNA

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

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

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Code of Conduct

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

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- 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 *B.N. Sai Krishna*
Name: *B. Naga Sai Krishna*

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		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear BOYINA SAI RAM

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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.

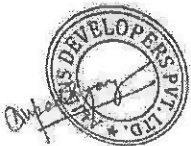
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 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 *B. Sai Ram*
Name: *BOYINA SAI RAM*

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)		₹ 30,000

Date: 20-1-2020

OFFER LETTER

Dear KARRI 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**.

Compensation and Benefits: Your Annual Cost To Company will be INR 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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. Pavan Kumar*
Name: *K. 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.

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)		₹ 30,000

Date: 14 March, 2020

OFFER LETTER

Dear Maddada Venkata Durga

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. Venkata Dwija*
Name: *M. Venkata Dwija*

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 (Payable on performance basis)		₹ 60,000

Date: 20-1-2020

OFFER LETTER

Dear DASARI SIVANAGA RAJA 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**.

Compensation and Benefits: Your Annual Cost To Company will be INR 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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 DASARI SIVANAGA RAJA KUMAR.
Name: DASARI SIVANAGA RAJA KUMAR.

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
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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		₹ 30,000
(Payable on performance basis)		

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CIVIL

Date: 20-1-2020

OFFER LETTER

Dear KOLLIPARA PURNA CHANDRA

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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 *K. Purna Chandra*
Name: *K. Purna Chandra*

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		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear KOSURU MADHU 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**.

Compensation and Benefits: Your Annual Cost To Company will be INR 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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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- 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. Madhu Kumar*
Name: *K. MADHU 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		₹ 30,000
(Payable on performance basis)		

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CIVIL



Date: 20-1-2020

OFFER LETTER

Dear VALLURU RAHUL

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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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 *V. Rahul*
Name: *V. Rahul*

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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		₹ 30,000
(Payable on performance basis)		

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CIVIL



Date: 20-1-2020

OFFER LETTER

Dear KARINGULA SIVA KRISHNA

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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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. Siva Krishna*
Name: *K. Siva Krishna.*

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Part B		
Variable Component		₹ 30,000
(Payable on performance basis)		

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CIVIL



Date: 20-1-2020

OFFER LETTER

Dear KOLLATI VIJAY KUMAR

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

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For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

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Signature
Name:

K. Vijay Kumar
KOLLATT VIJAY KUMAR

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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		₹ 30,000
(Payable on performance basis)		

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17NHA5A0112
CIVIL



Date: 20-1-2020

OFFER LETTER

Dear MINUKURI SIVA SUBRAHMANYAM

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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. S. Subrahmanyam*
Name: **MINUKURI SIVA SUBRAHMANYAM**

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		₹ 30,000
(Payable on performance basis)		

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17NH5A0115
CIVIL



Date: 20-1-2020

OFFER LETTER

Dear RACHAPROLU KRANTH 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**.

Compensation and Benefits: Your Annual Cost To Company will be INR 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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 *Rachaprou Kranth Kumar*
Name: *RACHAPROU KRANTH KUMAR*

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 30,000
(Payable on performance basis)		

Date: 20-1-2020

OFFER LETTER

Dear VEERLA SAI TEJA

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

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

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 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) and performance linked uncapped incentives(variable component) of INR 30,000/- (Rupees Thirty 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: VEERLA SAI TEJA
Name: VEERLA SAI TEJA

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribuiton of PF	₹ 801	₹ 9,612
Employee Contribuiton 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		₹ 30,000
(Payable on performance basis)		



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CSE
16NH/AD 501

Date: 23.01.2020

LETTER OF INTENT

Dear A.Mounika sai

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A. Mounika Sai Signature: A. Mounika Sai Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear A.Sulthana begum

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A.Sulthana begum Signature: A.Sulthana begum Date: 23-1-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear A.S.N.CH.Aasritha

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A.S.N.CH.AASRITHA Signature: A.S.N.CH.AASRITHA Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



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CSE
16 NH 1 A0 516

Date: 23.01.2020

LETTER OF INTENT

Dear CH:Harika

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: CH. HARIKA Signature: CH. HARIKA Date: 23-01-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear J.J.L.Anusha

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: J.J.L. Anusha Signature: J.J.L. Anusha Date: 23-1-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



28

CSE
16NH IAD 532

Date: 23.01.2020

LETTER OF INTENT

Dear K.P.N.Praveena

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.** deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K.P.N. Praveena Signature: K.P.V. Praveena Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear K.Sahithi

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

K. Sahithi
Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K. SAHITHI Signature: K. Sahithi Date: _____
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



30

CSE

16NH1AD538

Date: 23.01.2020

LETTER OF INTENT

Dear K.Niharika

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

[Handwritten Signature]

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K. Niharika Signature: K. Niharika Date: 93/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



31

CSE
16NH1#0539

Date: 23.01.2020

LETTER OF INTENT

Dear K.Bhavani

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K. Bhavani Signature: K. Bhavani Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear K.Durga Sowjanya

Consequent to your interview, we are pleased to offer you a position of **OPERATOR with Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K. Durga Sowjanya Signature: K. Durga Sowjanya Date: 23/1/2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., New No: 24, Chamiers Road, Nandanam,
Chennai-600 035



33

CSE

16NH1A0542

Date: 23.01.2020

LETTER OF INTENT

Dear L.Sravani

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.


Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: L.Sravani Signature: L.Sravani Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear M.Ramya

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: M. Ramya Signature: M. Ramya Date: 23-01-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear M.Priyanka

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

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 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: M.Priyanka Signature: M.priyanka Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear M.Reshmi

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.


Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

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- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: M.RESHMI Signature: M.RESHMI Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

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Date: 14 March, 2020

OFFER LETTER

Dear Naali 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**.

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 *Naali Bhavani*
Name: *Naali Bhavani*

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

Salary Annexure

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

Date: 23.01.2020

LETTER OF INTENT

Dear P.TEJASRI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
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 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: P. Tejasri Signature: P. Tejasri Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
16NHIA0558

39

Date: 23.01.2020

LETTER OF INTENT

Dear P.VIJAYALAKSHMI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: P. Vijaya Lakshmi Signature: P. Vijaya Lakshmi Date: 23-1-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



40

CSE
IGNH 180559

Date: 23.01.2020

LETTER OF INTENT

Dear P.RAVALI DURGA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR with Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

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Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

P. Ravali Durga

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: P. Ravali Durga Signature: P. Ravali Durga Date: 23-1-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., New No: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
16NH1A0569

41

Date: 23.01.2020

LETTER OF INTENT

Dear SK.Vaneesha

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: SK.vaneesha Signature: SK.vaneesha Date: 23-01-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
16NH1A0570

42

Date: 23.01.2020

LETTER OF INTENT

Dear SD.Gousia

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: Signature: Date:
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear T.RASHMIKA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,



Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: T. RASHMIKA Signature: T. RASHMIKA Date: 23-01-2022
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



44

CSE
16NH1A 0575

Date: 23.01.2020

LETTER OF INTENT

Dear T.Tulasi

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: T. Tulasi Signature: T. Tulasi Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
16NHIA0576

45

Date: 23.01.2020

LETTER OF INTENT

Dear T.TEJASREELAKSHMI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

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- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: T. Tejasreelakshmi Signature: T. Tejasreelakshmi Date: 23-01-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



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CSE
IGNH/A0 578

Date: 23.01.2020

LETTER OF INTENT

Dear U.NAIMISHA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

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 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: U. Namisha Signature: U. Namisha Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
16NH1A0581

47

Date: 23.01.2020

LETTER OF INTENT

Dear U.YAMINI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: U. Yamini Signature: U. Yamini Date: 23/1/2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
BNHIAO5482

48

Date: 23.01.2020

LETTER OF INTENT

Dear U.SIRISHA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: U. Sirisha Signature: U. Sirisha Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



49

CSE

16NH 1AD 584

Date: 23.01.2020

LETTER OF INTENT

Dear V.SAIRAMYA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: V. SAIRAMYA Signature: V. SAIRAMYA Date: 23/1/2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam, Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear V.JNDVSA SRAVANI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.


Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: V. JNDVSA SRAVANI Signature: V.J. Sravani Date: 23-1-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear Y.GNANA CHANDRIKA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: Y. GNANA CHANDRIKA Signature: Y. Gn. Chandrika Date:

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., New No: 24, Chamiers Road, Nandanam,
Chennai-600 035



CSE
17NH5A0501

52

Date: 23.01.2020

LETTER OF INTENT

Dear A.NAGA PAVANI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

A. Naga Pavani

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A. Naga Pavani Signature: A. Naga Pavani Date: 23-1-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



53

CSE
17 NH 5 AD 50 2

Date: 23.01.2020

LETTER OF INTENT

Dear A.T.PRASANTHI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A.T. PRASANTHI Signature: A.T. PRASANTHI Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam, Chennai-600 035



CSE
17NH5A0503

54

Date: 23.01.2020

LETTER OF INTENT

Dear CH.HEMALATHA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: CH.HEMALATHA Signature: CH.HEMALATHA Date: 23-01-20
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



55

ECE
16NH1A0401

Date: 23.01.2020

LETTER OF INTENT

Dear A. RAHEEMUNNISA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A. RAHEEMUNNISA Signature: A. RAHEEMUNNISA Date: 23-01-2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



56

ECE
16NH150403

Date: 23.01.2020

LETTER OF INTENT

Dear A. ROJA RAVALI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A. Roja Ravali Signature: A. Roja Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear B.KEZIA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: B. Kezia Signature: B. Kezia Date: 23/1/2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



58

ECE

16NH 1 AD 407

Date: 23.01.2020

LETTER OF INTENT

Dear B.SUSMITHA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: B. susmitha Signature: B. Susmitha Date: 23-1-20
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear CH.JAYA LAKSHMI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR with Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,



Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: Ch. Jaya Lakshmi Signature: Ch. Jaya Lakshmi Date: 23.01.2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear CH.NAGA SOWJANYA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

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 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: CH. NAGA SOWJANYA Signature: CH. NAGA SOWJANYA Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



61

ECE
16NH/A0432

Date: 23.01.2020

LETTER OF INTENT

Dear K.RENUKA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** - Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

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- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K. Renuka Signature: K. Renuka Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



62

ECE
16NH 1AD 433

Date: 23.01.2020

LETTER OF INTENT

Dear K NAGA SREEJA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: K. Naga Sreeja Signature: K. Sreeja Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., New No: 24, Chamiers Road, Nandanam,
Chennai-600 035



63

ECE
16NH140449

Date: 23.01.2020

LETTER OF INTENT

Dear SAMARPANA MUTYALA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: Samarpana Mutyala Signature: S. Mutyala Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



64

ECE
16N411A0450

Date: 23.01.2020

LETTER OF INTENT

Dear N. JAYASRI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd.**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

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Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: N. JAYASRI Signature: N. JAYASRI Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



ECE
16NH1AD 452
65

Date: 23.01.2020

LETTER OF INTENT

Dear N.SRIVANI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: N. Srivani Signature: N. SRIVANI Date: 23-1-20
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



ECE
16NH 1AD 463

66

Date: 23.01.2020

LETTER OF INTENT

Dear R.VINEESHA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: R. Vineesha Signature: R. Vineesha Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear SK.SHAFIYA BEGAM

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: SK: shafiya Begam Signature: SK: shafiya Begam Date: 23/1/2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., New No 24, Chamiers Road, Nandanam,
Chennai-600 035



ECE
16NH11A0472

68

Date: 23.01.2020

LETTER OF INTENT

Dear S.MOUNIKA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

S. Mounika

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: S. Mounika Signature: S. Mounika Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 23.01.2020

LETTER OF INTENT

Dear Y.TEJASRI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

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 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,



Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: Y. Tejasri Signature: Y. Tejasri Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035



ECE
Ramya
17NH5A0401
70

Date: 23.01.2020

LETTER OF INTENT

Dear A.RAMYA KRISHNA

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.

Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: A.RAMYA KRISHNA Signature: A.RAMYA KRISHNA Date: 23-01-2020

Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

Date: 14 March, 2020

OFFER LETTER

Dear Chevula Pavana Naga Mahitha Sai

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: *G. Pallama naga mahitha Sai*
Name: *G. Sai*

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)		

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Date: 14 March, 2020

OFFER LETTER

Dear Kandula Tejaswini

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. Tejaswini*
Name: *K. Tejaswini*

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
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: 23.01.2020

LETTER OF INTENT

Dear P.N.DURGA BHAVANI

Consequent to your interview, we are pleased to offer you a position of **OPERATOR** with **Blue Ocean Personnel & Allied Services Private Limited [P] Ltd**, deputed at our client **Flextronics India Private Limited**, at **Walajabad**.

This assignment is purely contractual for one year from your confirmed **Date of Joining**.


Your Annual CTC would be **Rs.1,20,000/-** Take Home Per Month of **Rs.9,500/-**

As per the terms discussed, a formal Appointment Letter will be issued upon furnishing the details mentioned below:

- 1 Resume Copy
- 5 Passport Size Photographs
- Photocopy of Address Proof (Any One)
 - Ration Card
 - Passport
 - Driving License
- Photocopy of ID Proof (Any One)
 - Aadhaar Card
 - Driving License
 - Voter ID Card
- Education Certificates (10th or 12th and Degree – All Semester Mark Sheet)

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: P.N.Durga BHAVANI Signature: P.N.Durga BHAVANI Date: 23.01.2020
Blue Ocean Personnel & Allied Services Private Limited [P] Ltd., NewNo: 24, Chamiers Road, Nandanam,
Chennai-600 035

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Date: 14 March, 2020

OFFER LETTER

Dear Thatha 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**.

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 *T. Durga Bhavani*
Name: *T. Durga Bhavani*

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)		



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LETTER OF INTENT

cst

16/04/2020

K HARSHA NEELA
Mob No: 9989348048

Dear HARSHA NEELA,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July 2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.

2. Relationship

Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

HARSHA NEELA.
2020.



76

LETTER OF INTENT

CSE
16011A0537

K KATYAYANI
Mob No:8465030158

Dear KATYAYANI ,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July 2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.

2. Relationship

Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.

Anu Ganti
Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

K. Katyayani
2020



77

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16NTH1A0402

LETTER OF INTENT

ANNAVARAPU AKHILA
Mob No:9177718981

Dear AKHILA,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July 2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.

2. Relationship

Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

A. Akhila
2020



78
EC
16/04/2020

LETTER OF INTENT

BOYINA DEVI PRIYA
Mob No:7995489989

Dear DEVI PRIYA,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July 2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.

2. Relationship

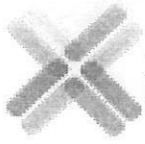
Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.

Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

Devi Priya
2020



CAMBRIDGE
TECHNOLOGY

79

EC
16/04/2020

LETTER OF INTENT

SHAIK FAREEDA BEGUM
Mob No:9949002561

Dear FAREEDA,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July 2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

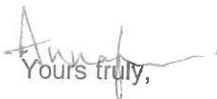
1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.


2. Relationship

Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd


2020



80

EC
16/04/2020

LETTER OF INTENT

SHAIK UMRANA
Mob No: 9440559059

Dear UMRANA,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July.2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.

2. Relationship

Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.

Yours truly, 

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

S. UMRANA
2020



31

EC
16041A0486

LETTER OF INTENT

VENNELA JHANSI
Mob No:9505421259

Dear JHANSI,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

All selects from this technical round will get the appointment letter from Cambridge Technology as **Trainee Software Executive** with an annual compensation of Rs.2, 50,000 and tentative date of joining will be July 2020.

The terms and conditions of employment in vogue and those that may change from time to time will govern the appointment.

1. Confidentiality

The candidates are expected to maintain utmost confidentiality with regard to the affairs of the Company (Cambridge Technologies) and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your training.

2. Relationship

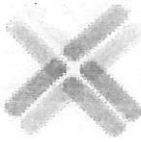
Your association with **Cambridge Technologies** is conditional (based on final selection post training) and nothing in this letter shall be deemed to create a relationship of employment between the candidate and Cambridge Technologies.

We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

v. Jhansi
2020



LETTER OF INTENT

EC
16/04/2020 91

8E

FOR EX: YERUBOTHU PRAVEEN KUMAR
Mob No:8309283377

Dear PRAVEEN KUMAR,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "Cambridge Technology", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

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2. Relationship

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We are looking forward to a mutually rewarding relationship.

- a) 1994
- b) 139
- c) 1994
- d) 199

Praveen Kumar
2020

Anu Ganti
Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd



83

LETTER OF INTENT

EC
19/04/1A 0408

KANDULA DHARANI
Mob No:7780784064

Dear DHARANI,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

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2. Relationship

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We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

Dharani
2020



EC
12045A0919
84

LETTER OF INTENT

MUPPIDI MOHAN CHAITANYA
Mob No:7013405836

Dear MOHAN CHAITANYA,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

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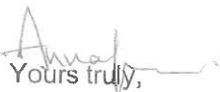
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We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

Mohan Chaitanya
2020



85

EC

17MHS00424

LETTER OF INTENT

THOTA NAGA VENKATA TEJA GANESH
Mob No:9182232003

Dear NAGA VENKATA TEJA GANESH,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

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2. Relationship

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We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

T. Naga Venkata Teja Ganesh

2020



MECH
17NH5A0315

LETTER OF INTENT

86

KIKKURU TARUN SAI REDDY
Mob No:9491633456

Dear TARUN SAI REDDY,

We are pleased to inform that you have been shortlisted to undergo technical round as per our requirement /guidelines at "**Cambridge Technology**", Hyderabad for our IT Services. Your Emoluments fixed would be as per company standard.

Please note that this Letter of Intent does not in any way indicate the final selection of candidates. All the candidates are mandated to undergo a final round of technical assessment.

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2. Relationship

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We are looking forward to a mutually rewarding relationship.


Yours truly,

Anu Ganti
Assistant Manager - HR
Cambridge Technology Enterprises Ltd

K. Tarun Sai Reddy
2020

CSE
160711A0585

eNoah
ISO 27001 / HIPAA

87

23.11.2019

Ms. Chandrika Vasanthavada,
B-Tech CSE
V.K.R, V.N.B, A.G.K College of Engineering
Gudivada.

Dear Chandrika,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of **Associate - International Semi Voice Process - US Shifts**. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30-60days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 10000 /-as Nett Take home per month.

You will be initially placed at **Chennai** in line with our business needs. Your overall earnings per year after absorption will be Rs.2,00,000/ P.a.(approx.)

Please submit the following documents (size below 6MB) to vshariharan@enoahisolution.com within 30 days from the date of this letter.

- Proof of Address & Identity PAN & AADHAR CARD Mandatory;
- Proof of educational qualifications till last semester mark sheet,
- Updated Resume & Passport size photograph (Softcopy);

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you after the completion of our training and you will have to sign a commitment for 1 year for the job training and deployment into projects. This offer is valid subject to the following:

- Genuinity of the documents submitted by you;
- Satisfactory reference checks and Acceptance to the work commitment
- Pre-employment medical health examination
- Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,
For eNoah iSolution India Private Limited



Rajesh Kumar G
Manager - Human Resource

Chandrika
2020.

eNoah iSolution India Private Limited

Regd. Office : Emet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone :+91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1,Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

88

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eNoah
ISO 27001 / HIPAA

23.11.2019

Ms. Prathyusha,
B-Tech
V.K.R, V.N.B, A.G.K College of Engineering
Gudivada.

Dear Prathyusha,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Semi Voice Process - US Shifts. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30-60days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 10000 /-as Nett Take home per month.

You will be initially placed at Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs.2,00,000/ P.a.(approx.)

Please submit the following documents (size below 6MB) to vshariharan@enoahisolution.com within 30 days from the date of this letter.

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We look forward to welcome you on board!

Best Regards,
For eNoah iSolution India Private Limited



Rajesh Kumar G
Manager - Human Resource

Prathyusha
2020.

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone :+91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1,Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

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eNoah
ISO 27001 / HIPAA

23.11.2019

Ms. Aparna T,
B-Tech ECE
V.K.R, V.N.B, A.G.K College of Engineering
Gudivada.

Dear Aparna,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Semi Voice Process - US Shifts. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30-60days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 10000 /-as Nett Take home per month.

You will be initially placed at Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs.2,00,000/ P.a.(approx.)

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We look forward to welcome you on board!

Best Regards,
For eNoah iSolution India Private Limited



Rajesh Kumar G
Manager - Human Resource

Aparna
2020

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

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www.enoahisolution.com / CIN U72300TN2005PTC058178



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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

10/11/2020
CSE
**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear AMBATI SAI KUMAR

Subject: Offer of Employment with Ethnus.

Congratulations!

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

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

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

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

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

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

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

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

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

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

Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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

Note:

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

A.Sai kumar

24-1-20



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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

10/11/2020
CSE.
**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear DARSI SWATHISRI

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

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

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

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- Cancelled Cheque Leaf or Bank Statement - Scanned Copy

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

Best Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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

D. Dwarkhise
24/0/2020



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ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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

CIN: U80212KA2010PTC054851

24/01/2020

Dear DOKKU DIVYA SRI

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

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

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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

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Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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*D. Divya Sri
24/1/2020*



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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

16NA-2A 0423
ECE
**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear GORRELA TRIVENI

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

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- Smartphone
- Good internet connectivity (If onboarding remotely)

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Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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

Note:

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

G. Triveni



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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

16NH1A0437
ECE
**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear KOPURI DIVYA JYOTHI

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

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

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

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

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

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

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

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

Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
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Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- Net take home will be subject to statutory deductions and other deductions as per company policy.
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K. Divya Jyothi
20/01/2020

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CONFIDENTIAL**



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

CIN: U80212KA2010PTC054851

24/01/2020

Dear MOTAPARTHI SAJITH

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

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Best Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
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Variable Components		
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M. Sayth.



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CIN: U80212KA2010PTC054851

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**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear PAMARTHI PUJITHA

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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- 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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Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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Component Category	Per Annum	Per Month
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

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P. Ruyathra
24/01/2020



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CIN: U80212KA2010PTC054851

24/01/2020

Dear JONNALA SRIKANTH REDDY

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

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

Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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

Note:

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J. SRSKANTH Reddy

24/01/2020



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CIN: U80212KA2010PTC054851

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**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear BANDI NAGA VENKATA PAVAN

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

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

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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)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- Net take home will be subject to statutory deductions and other deductions as per company policy.
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B.N.VENKATTA DAVAN

24/01/2020.



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

CIN: U80212KA2010PTC054851

99
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CONFIDENTIAL**

24/01/2020

Dear KOSURI SNEHA LATHA

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
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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)	₹2,04,000.00	
Component Category	Per Annum	Per Month
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Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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K-SNEHA LATHA.

24/01/2020.



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

CIN: U80212KA2010PTC054851

24/01/2020

Dear CHILAKA SUBHASH

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
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Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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Variable Components		
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G. SUBHASH
24/01/2020



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CIN: U80212KA2010PTC054851

16NH2A0311
MECH
**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear KOMATI VENKATA SATYANARAYANA

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
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Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

R.V. Satyanarayana

24/01/2020

ANNEXURE - 01

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
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Variable Components		
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CIN: U80212KA2010PTC054851

**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear MEDEPALLI KALYAN

Subject: Offer of Employment with Ethnus.

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

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

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

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

Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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

Note:

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

M. Kalyan

24-1-2018

103

16NH 2A0329
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CONFIDENTIAL**

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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

24/01/2020

Dear PUTLA CHANDRA SEKHAR

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

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Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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P. chandra shekhar

24-06-2018

104

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

CIN: U80212KA2010PTC054851

24/01/2020

Dear ALLURI SANTHOSH KUMAR

Subject: Offer of Employment with Ethnus.

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Best Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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A. Santhosh Kumar
24/1/2020



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CIN: U80212KA2010PTC054851

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16NH1A0108
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24/01/2020

Dear KATTA VENKATA LAKSHMI BHANU

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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Best Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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Variable Components		
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K.V. L. BHANU
24/1/2020



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CIN: U80212KA2010PTC054851

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24/01/2020

Dear MARAM NAGA VENKATA SRIMANNARAYANA GOVIND SUDHEER KUMAR

Subject: Offer of Employment with Ethnus.

Congratulations!

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

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- Upon successfully completing your probationary period, you shall be eligible for a fixed CTC of ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
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Best Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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Variable Components		
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M. Sudheer Kumar

24-1-2020



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CIN: U80212KA2010PTC054851

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24/01/2020

Dear GANTA KIRAN 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.

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Best Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

ANNEXURE - 01

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G. Kiran
24/01/2020



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CIN: U80212KA2010PTC054851

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24/01/2020

Dear MARADA ROHITH VARMA

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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M. Varma

24-1-2020

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CIN: U80212KA2010PTC054851

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24/01/2020

Dear BHUPATHINA LEELA NAGARJUNA

Subject: Offer of Employment with Ethnus.

Congratulations!

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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

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B. Leek

24-1-2020



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CIN: U80212KA2010PTC054851

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24/01/2020

Dear KONA DURGA MALLIKARJUNA RAO

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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K. Durga

24-1-2020



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CIN: U80212KA2010PTC054851

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MBA
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CONFIDENTIAL**

24/01/2020

Dear PANDRAJU SUPRIYA

Subject: Offer of Employment with Ethnus.

Congratulations!

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- Upon successfully completing your probationary period, you shall be eligible for a fixed CTC of ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
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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)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹19,200.00	₹1,600.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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

P. SUPRIYA

24-1-2020

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ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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

CIN: U80212KA2010PTC054851

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24/01/2020

Dear VEMULA BHANU HARSHITA

Subject: Offer of Employment with Ethnus.

Congratulations!

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

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Wishes,

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Variable Components		
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V. Harshita

24-1-2020

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24/01/2020

Dear SAYANA SRI VINAY

Subject: Offer of Employment with Ethnus.

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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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S. SRIVINAY
24/01/2020



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24/01/2020

Dear ANKEM RAVI TEJA

Subject: Offer of Employment with Ethnus.

Congratulations!

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Variable Components		
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A. RAVE TEJA

24/01/2020.

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24/01/2020

Dear DARAM MAHESH BABU

Subject: Offer of Employment with Ethnus.

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
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D. Mahesh babu

24-1-20

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24/01/2020

Dear MAGANTI PAVAN KUMAR

Subject: Offer of Employment with Ethnus.

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Variable Components		
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M. Pavan Kumar

24-01-2020



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CIN: U80212KA2010PTC054851

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24/01/2020

Dear MENDA AVINASH

Subject: Offer of Employment with Ethnus.

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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Variable Components		
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M. Avinagh
24/01/2020

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CIN: U80212KA2010PTC054851

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24/01/2020

Dear MERUGU SUSANK

Subject: Offer of Employment with Ethnus.

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Talent Acquisition Team
Ethnus Consultancy Services Private Limited
Bengaluru

**ANNEXURE -
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Neeraj. Susank



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CIN: U80212KA2010PTC054851

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24/01/2020

Dear GONEPALLI KARUNAKAR

Subject: Offer of Employment with Ethnus.

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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
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G. Karunakar



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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

120
**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear LANKAPALLI PAVAN KALYAN

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

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

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

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

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

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

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

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

Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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

Note:

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

R. Karan Kalyan
24/01/2020



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear VASIPALLI SATEESH

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

V: Sateesh

20/3/2020



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
- AI, ML, NLP, CV, DL, ADAS, Training
- Android, Web app, mobility
- Automotive – System Integration, Test, Telematics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data



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CIN: U80212KA2010PTC054851

**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear CHALAMACHARLA SOBHA GAYATRI

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

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

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

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

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

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

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

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

Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- 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. SOBHA Gayatri

24-01-2020

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CIN: U80212KA2010PTC054851

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24/01/2020

Dear PATHURI VASUDHA

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

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Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Component Category	Per Annum	Per Month
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Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- Net take home will be subject to statutory deductions and other deductions as per company policy.
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P. VASUDHA.
24/01/2020.



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CIN: U80212KA2010PTC054851

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**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear VANNEMREDDY NAGA YAMINI

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

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

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Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- 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).

V. NAGA YAMINI
24/01/2020.



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CIN: U80212KA2010PTC054851

**PRIVATE &
CONFIDENTIAL**

24/01/2020

Dear KAGITHA BHANU PRAKASH

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 ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

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

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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)	₹2,04,000.00	
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- 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. Bhanu Prakash

24-1-20

OFFER LETTER

MECH

16NH/10302

Dear B. AYYAPPA SWAMY


Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000/-. The accommodation would be provided by the office.

You shall join the services of the Company on or before June 2020

Sincerely,
A Shafrinsha,
Director,

Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

A. Swamy

NAME

DATE

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HALCON ELEVATORS

OFFER LETTER

MECH

Dear GOLI MADHAV

16NH1A0307

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10000. The accommodation would be provided by the office.

You shall join the services of the Company on or before JUNE 2020

Sincerely,
A Shahinsha,
Director,
Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

Goli madhav

28/01/2020

NAME

DATE



HALCON ELEVATORS

128

OFFER LETTER

MECH

16NH/A0308

Dear G SUNNY BABU

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000/-. The accommodation would be provided by the office.

You shall join the services of the Company on or before June 2020

Sincerely,

A Shahinsha
Director,
Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

G. Sunny Babu

NAME

28/10/20

DATE

Halcon Elevators Pvt Ltd.

No.6/25, 2nd floor,
Thirunagar 1st Street,
Vadapalani, Chennai-26.

☎ : 044-4380 1212 / 78710 08844
✉ : info@halconelevators.com
🌐 : www.halconelevators.com

Branches :

Coimbatore - 87544 75555
Puducherry - 90940 08866
Kadappa - 78710 08844



HALCON ELEVATORS

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OFFER LETTER

MEC-#

16NH1A0336

Dear ASHISH KUMAR RAVI

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000/-. The accommodation would be provided by the office.

You shall join the services of the Company on or before

June 2020

Sincerely,

A Shahinsha

Director,

Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

ASHISH KUMAR RAVI

28/01/20

NAME

DATE

Halcon Elevators Pvt Ltd.

No.6/25, 2nd floor,
Thirunagar 1st Street,
Vadapalani, Chennai-26.

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Puducherry - 90940 08866
Kadappa - 78710 08844



HALCON ELEVATORS

130

OFFER LETTER

MECH
17NH 5A0303

Dear B. Sathyanarayana,

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000/-. The accommodation would be provided by the office.

You shall join the services of the Company on or before June 2020

Sincerely,

A Shahinsha,
Director,
Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

B. Sathyanarayana

NAME

28/1/2020

DATE

131



HALCON ELEVATORS

OFFER LETTER

MECH

17NH500305

Dear CH. RAHUL

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

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We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000. The accommodation would be provided by the office.

You shall join the services of the Company on or before June 2020

Sincerely,
A Shahinsha
Director,
Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

Ch. Rahul

NAME

28/01/20

DATE

Halcon Elevators Pvt Ltd.

No.6/25, 2nd floor,
Thirunagar 1st Street,
Vadapalani, Chennai-26.

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Kadappa - 78710 08844



HALCON ELEVATORS

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OFFER LETTER

MECH
17NH5A0308

Dear J. DHANUSH KUMAR

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000. The accommodation would be provided by the office.

You shall join the services of the Company on or before June 2021

Sincerely,

A. Shahin

Director,

Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

J. D. Kumar

22/06/21

NAME

DATE

Halcon Elevators Pvt Ltd.

No.6/25, 2nd floor,
Thirunagar 1st Street,
Vadapalani, Chennai-26.

☎ : 044-4380 1212 / 78710 08844
✉ : info@halconelevators.com
🌐 : www.halconelevators.com

Branches :

Coimbatore - 87544 75555
Puducherry - 90940 08866
Kadappa - 78710 08844



HALCON ELEVATORS

134

OFFER LETTER

MECH
17NH5A0316

Dear K. RAJESH

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000/-. The accommodation would be provided by the office.

You shall join the services of the Company on or before

June 2020

Sincerely,

A Shahinsha

Director,

Halcon Elevators Pvt. Ltd.

With the signature below, I accept this offer for employment.

K. Rajesh

28/10/20

NAME

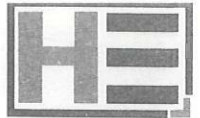
DATE

Halcon Elevators Pvt Ltd.
No.6/25, 2nd floor,
Thirunagar 1st Street,
Vadapalani, Chennai-26.

☎ : 044-4380 1212 / 78710 08844
✉ : info@halconelevators.com
🌐 : www.halconelevators.com

Branches :
Coimbatore - 87544 75555
Puducherry - 90940 08866
Kadappa - 78710 08844

135



HALCON ELEVATORS

OFFER LETTER

MEEH
17NH500330

Dear **N. GNANA ADITYA**

Following our recent discussions, we are delighted to offer you the position of Trainee Engineer with our Organization. You will be a part of 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 Our Organization 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 Our Organization. In return, we are committed to providing you with every opportunity to team 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.

Following the initial training period of one year, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Our detailed letter containing terms and conditions will be given to you at the time of joining. Your annual salary would be Rs. 10,000/-. The accommodation would be provided by the office.

You shall join the services of the Company on or before June 2020

Sincerely,
A Shahinsha,
Director,
Halcon Elevators Pvt. Ltd.

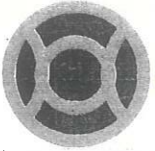
With the signature below, I accept this offer for employment.

N. Gnanaditya 28/1/20
NAME DATE

Halcon Elevators Pvt Ltd.
No.6/25, 2nd floor,
Thirunagar 1st Street,
Vadapalani, Chennai-26.

☎ : 044-4380 1212 / 78710 08844
✉ : info@halconelevators.com
🌐 : www.halconelevators.com

Branches :
Coimbatore - 87544 75555
Puducherry - 90940 08866
Kadappa - 78710 08844



HNI Autotech Pvt Ltd

HNI/HR/02/20

BEE
17NH5A0215

Dt:13/02/2020

To

136

Mr.Sukankara Sai Chandu,
S/o.Mr.S.Gangadhara Rao
D No : 5-80 Veeravalli ,
Bapulapadu Mandal
Krishna Dist ,Andhra Pradesh,
Pin- 521 110
Mobile :8309021008

Dear Sir,

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

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

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

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

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

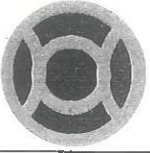
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, 03/06/2020 on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by I Sai Chandu



HNI Autotech Pvt Ltd

HNI/HR/02/20

Dt:13/02/2020

To

Mr.Vemula Jaya Rama Krishna,
S/o.Mr.V.Tukaram
Mobile :9182107381

Dear Sir,

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

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

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

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

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

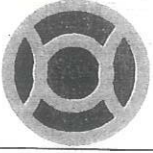
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **03/06/2020** on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by V. J. Rama Krishna



HNI Autotech Pvt Ltd

HNI/HR/02/20

Dt:13/02/2020

To

Mr.P.Kotaprolu Bala Naresh,
S/o.Mr.K.Prabhakar Rao
No:1 - 82 - B, Chinna Gonnuru,
Gudlavalleru Mandal,
Krishna Dist, Andhra Pradesh,
Pin- 521 329
Mobile :9493091559

Dear Sir,

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

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

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

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

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

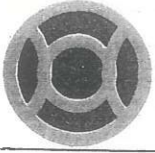
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **20/05/2020** on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by M. Bala Naresh



HNI Autotech Pvt Ltd

Mech
16NHIA0324

HNI/HR/02/20

Dt:13/02/2020

To

139

Mr.Munagala Nishanth,
S/o.Mr.M.Srinivasa Rao
No:20/89 -52 Gudivada,
Gudivada Mandal,
Krishna Dist, Andhra Pradesh,
Pin- 521 301
Mobile :7093633282
Dear Sir,

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

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

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

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

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

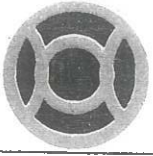
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **27/05/2020** on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by M. Nishanth



HNI Autotech Pvt Ltd

HNI/HR/02/20

Mech
16NHIA0325

140

Dt:13/02/2020

To

Mr.Nakkanaga Lakshmi Suresh,
S/o.Mr.N.Durga Prasad
Vadali Mudinepalli Mandal,
Krishna Dist, Andhra Pradesh,
Pin- 521 325
Mobile :6304479563

Dear Sir,

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

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

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

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

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

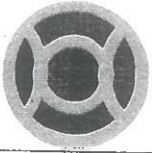
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, 03/06/2020 on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by W. Lakshmi Suresh



HNI Autotech Pvt Ltd

Mech
17NH5A0309

HNI/HR/02/20

Dt:13/02/2020

To

Mr. Jonnada Uday Kumar,
S/o. Mr. J. Ravi
No : 8/3 - 119-6 NTR Colony ,
Gudivada Mandal
Krishna Dist , Andhra Pradesh,
Pin- 521 301
Mobile : 7799649825

141

Dear Sir,

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

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

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

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

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

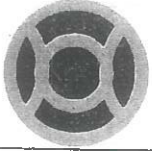
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **03/06/2020** on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by J. Uday Kumar.



HNI Autotech Pvt Ltd

142

HNI/HR/02/20

Dt:13/02/2020

To

Mr.Juvvanaboina Sambasiva Rao,
S/o.Mr.J.Ram Babu
No:04 - 157 - Tamirisa Nandiwada,
Mandal,
Krishna Dist ,Andhra Pradesh,
Pin- 521 327
Mobile :6281038015

Dear Sir,

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

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

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

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

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

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **27/05/2020** on the below mention address

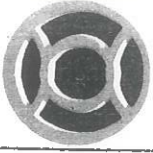
HNI Autotech Private Limited
No:213, Arakonam – Perambakkam Highway
Sengadu Village ,
Sriperumbudur – 602 105.
Tamil Nadu

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by

J. Sambasiva Rao



HNI Autotech Pvt Ltd

Mech
17NH5A0312

143

HNI/HR/02/20

Dt:13/02/2020

To

Mr.Kanakamedala Mahesh,
S/o.Mr.K.Bala Krishna
Flat No -305 Sai Sudha Apartments ,
Eluru Road Gudivada,
Krishna Dist ,Andhra Pradesh,
Pin- 521 301
Mobile :9848852777

Dear Sir,

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

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

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

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

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

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **27/05/2020** on the below mention address

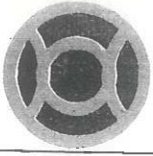
HNI Autotech Private Limited
No:213, Arakonam – Perambakkam Highway
Sengadu Village ,
Sriperumbudur – 602 105.
Tamil Nadu

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by

K. Mahesh



HNI Autotech Pvt Ltd

HNI/HR/02/20

144
Dt:13/02/2020

To

Mr.K M D. Naveen Kumar,
S/o.Mr.K.Pandu Ranga Rao
No:11/483 - 14,Eluru Road,
Nagavarapadu,
Govinda Krishna Dist ,
Mobile :8501078759

Dear Sir,

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

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

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


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

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

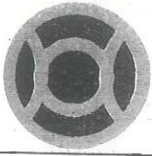
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **20/05/2020** on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited


Authorised Signatory

I accept this offer and I would be joining latest by D. Naveen Kumar



HNI Autotech Pvt Ltd

HNI/HR/02/20

Dt:13/02/2020

To

Mr.Pusunuru Sambasiva Rao,
S/o.Mr.Venkata Krishna Rao
No:Ramalayam Street,
Vuyyuru Mandal,
Krishna Dist ,Andhra Pradesh,
Pin- 521 164
Mobile :9160681667

Dear Sir,

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

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

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

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

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

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, **27/05/2020** on the below mention address

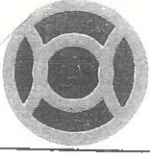
HNI Autotech Private Limited
No:213, Arakonam – Perambakkam Highway
Sengadu Village ,
Sriperumbudur – 602 105.
Tamil Nadu

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by

P. Sambasiva Rao



HNI Autotech Pvt Ltd

Mech
17NH5A0337

146

HNI/HR/02/20

Dt:13/02/2020

To

Mr. Varanasi Sai Mohan,
S/o. Mr. V. Vijay Ram
No : 2-77 Vadali,
Mudinepalli Mandal,
Krishna Dist, Andhra Pradesh,
Pin- 521 325
Mobile : 9640942095

Dear Sir,

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

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

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

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

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

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, 03/06/2020 on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by V. Sai Mohan



HNI Autotech Pvt Ltd

HNI/HR/02/20

Mech
17NH5A0339

147

Dt:13/02/2020

To

Mr.V.Ramu,
S/o.Mr.V.Srinu
Mobile :9573234685

Dear Sir,

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

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

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

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

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

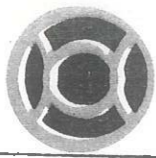
As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before, 20/05/2020 on the below mention address

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by V. Ramu



HNI Autotech Pvt Ltd

Mech
17NH5A0341

148

HNI/HR/02/20

Dt:13/02/2020

To

Mr.Ganta Manoj Sai Venkat,
S/o.Mr.G.Venugopal
D No 7-17A/2 Kunapareddy Naga ,
Vuyyuru,
Krishna Dist ,Andhra Pradesh,
Pin- 521 165
Mobile :8099971295

Dear Sir,

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

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

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

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

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

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

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory

I accept this offer and I would be joining latest by A.M. Sai Venkat



APPOINTMENT LETTER

149
16NH1A0480
ECE

V.DEVI PRIYA
Gudivada,
Andhra Pradesh.

EC
19/10

Date: 13/10/2020

Dear V.DEVI PRIYA

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated start date 13/10/2020 (One Month training period). You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 8000/ Month (includes TA+HRA+PF+ESI) after Successful completion of Training Period. You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

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.

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.

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.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- 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.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which are in force

SPR Human Capital Solutions



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. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.

If you have any questions, please do not hesitate to call.

Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Yours sincerely,



M.Jyoshna
Human Resources

Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

V. Divi Divya
Signature

Date 13/10/2020



APPOINTMENT LETTER

17NH ECE
SADU 13
Date: 11/01/2020

KOMARAVOLU NAGA PAVAN
Gudivada,
Andhra Pradesh.

Dear K.Naga Pavan

On behalf of SPR HUMAN CAPITAL SOLUTIONS, I am pleased to offer you the Employment. You have to report to HR with an anticipated start date of July 6th, 2020. You will have various responsibilities regarding the Company's activities and businesses, as management of the Company determines from time to time.

Salary will be Rs 16,000/Month (includes TA+HRA+PF+ESI). You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the rules of the Company.

Code of Conduct:

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.

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.

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.

Termination:

- a) Probation period will be 3 months, during this period if company feels unsatisfactory with your work and behavior. Company reserves the right to terminate without prior notice.
- 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.
- d) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non-performance and if any disciplinary action is taken against you.

Please note that you are governed by all Rules and Regulations of the Company, which 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. We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association. We wish you all the best in your career.

If you have any questions, please do not hesitate to call.



Please mail or fax your signed copy to the attention of Human Resources at the address on the offer letter.

Yours sincerely,

D. Sneha

D.Sneha
Human Resources



Declaration

I have read, understood and have been explained in detail the above terms and conditions of employment and am accepting the same. I agree to abide by the terms and conditions of employment.

Agreed and Accepted:

K. Nagapavani
Signature

11/01/2020
Date

IBeON INFOTECH PVT LTD

ECE
16NH1A0434

Telephone : +91-80-65335559
E-mail: info@ibeoninfotech.in
Website: www.ibeoninfotech.in

151

LETTER OF INTENT

KOLLURU PRASANTH LAKSHMAN
Mob No:- 7732064095

Dear Kolluru Prasanth Lakshman,

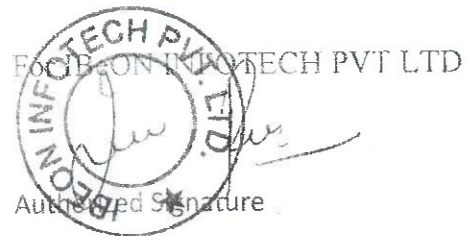
We refer to the discussions you had with us for an opening in our Company. We are pleased to offer you as a Technical support engineer/IT Support/Desktop Support Engineer Position in our Company. Your Emoluments fixed would be as per company standard.

Your working location will be IBeON Infotech's Partner's client Wipro
You are hereby requested to report on or before 8th July 2020

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

1. Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post-Graduation.
2. Experience / Relieving Letters from the first Employment till date.
3. Recent pay slips with authorized signatory from the last employer.
4. Photocopies of your Address & Identity proof.

K. Prasanth Lakshman



8247693551
madhu Dm

IBeON INFOTECH PVT LTD

16741170469 ECE

Telephone : +91-
E-mail: info@ibeo
Website: www.ibe

152

LETTER OF INTENT

SUMAYYA BEGUM
Mob No:- 7382645528

Dear Sumayya Begum,

We refer to the discussions you had with us for an opening in our Company. We pleased to offer you as a Technical support engineer/IT Support/Desktop Support Engine Position in our Company. Your Emoluments fixed would be as per company standard.

Your working location will be IBeON Infotech's Partner's client Wipro
You are hereby requested to report on or before 8th July 2020

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

1. Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduat and Post-Graduation.
2. Experience / Relieving Letters from the first Employment till date.
3. Recent pay slips with authorized signatory from the last employer.
4. Photocopies of your Address & Identity proof.

Sumayya Begum

For IBeON INFOTECH PVT LTD



Authorized Signature



**ILM'S Educate India Internship (IEII)
OFFER LETTER**

ECE
16NHI-A0406

To, Ms. Bodinapalli Jyothsna

Date: 21-12-2019

153

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Educate India Internship programme for the academic year June / July 2020 to February / March 2021 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2020. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



b) Academic and Career Growth:

- 1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part - 1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1 -CTC Breakup)



Ref Code: CI / 2020-2021 / 804

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



Ref Code: CI / 2020-2021 / 804

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before **28-02-2020** along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on 080 - 42181313 / 26601813 / 26606816.

Note: Even though the last date for acceptance is set as **28-02-2020**, you are advised to send your acceptance letter as soon as possible. **ILM** reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director - Administration



Annexure - 1			
CTC Breakup			
CTC	17500		
Breakup of the Compensation		Deductions	
Basic + VDA	14041	Professional Tax	200
Bonus	1276	ESI Contribution	115
Special Allowance	0	PF Contribution (Savings)	1685
Performance Based Incentives *	0		
Additional Mandatory Incentives **	0	ILM's Contribution	
Gross Earnings (1)	15317	ESI Contribution	498
		PF Contribution (Savings)	1685
		Total (2)	2183
Take Home	13317	Total CTC (1) + (2)	17500
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

B. Jyothsna
Page 5 of 5 21/12/2019



**ILM'S Educate India Internship (IEI)
OFFER LETTER**

ECE 16N11A0408

154

To,
Ms. Boppineedi Sowjanya

Date: 21-12-2019

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Educate India Internship programme for the academic year June / July 2020 to February / March 2021 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2020. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM** the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part - 1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



Ref Code: CI / 2020-2021 / 817

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



Ref Code: CI / 2020-2021 / 817

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before 28-02-2020 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on 080 - 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 28-02-2020, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Sanjay Subramanya T
Director - Administration



Annexure - 1			
CTC Breakup			
CTC	17500		
Breakup of the Compensation		Deductions	
Basic + VDA	14041	Professional Tax	200
Bonus	1276	ESI Contribution	115
Special Allowance	0	PF Contribution (Savings)	1685
Performance Based Incentives *	0		
Additional Mandatory Incentives **	0	ILM's Contribution	
Gross Earnings (1)	15317	ESI Contribution	498
		PF Contribution (Savings)	1685
		Total (2)	2183
Take Home	13317	Total CTC (1) + (2)	17500
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

B. Sowjanya 21-12-2019
Page 5 of 5



Ref Code: CI / 2020-2021 / 823

ILM / F / 45 / 1.6

ECE

ILM'S Educate India Internship (IEII)
OFFER LETTER

16NH1A0416

To,
Ms. Chirivella Jahnvi Devi

Date: 21-12-2019

155

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Educate India Internship programme for the academic year June / July 2020 to February / March 2021 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2020. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM** the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part - 1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



Ref Code: CI / 2020-2021 / 823

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



Ref Code: CI / 2020-2021 / 823

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before 28-02-2020 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 - 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 28-02-2020, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director - Administration



Annexure - 1			
CTC Breakup			
CTC	17500		
Breakup of the Compensation		Deductions	
Basic + VDA	14041	Professional Tax	200
Bonus	1276	ESI Contribution	115
Special Allowance	0	PF Contribution (Savings)	1685
Performance Based Incentives *	0		
Additional Mandatory Incentives **	0	ILM's Contribution	
Gross Earnings (1)	15317	ESI Contribution	498
		PF Contribution (Savings)	1685
		Total (2)	2183
Take Home	13317	Total CTC (1) + (2)	17500
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

C. Sahmavi Devi
Page 5 of 5

21-12-2017



**ILM'S Educate India Internship (IEII)
OFFER LETTER**

ECE
161041A0427

To,
Ms. Kaila Lakshmi Prasanna

Date: 21-12-2019

156

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Educate India Internship programme for the academic year June / July 2020 to February / March 2021 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2020. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:**

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part - 1

1. You will be paid ₹ 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) **CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



Ref Code: CI / 2020-2021 / 803

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part - 2

1. **Performance Based Incentives:** Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
2. **Additional Mandatory Incentives:** If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



Ref Code: CI / 2020-2021 / 803

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before 28-02-2020 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 - 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 28-02-2020, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director - Administration



Annexure - 1			
CTC Breakup			
CTC	17500		
		Deductions	
		Professional Tax	200
		ESI Contribution	115
		PF Contribution (Savings)	1685
Breakup of the Compensation			
Basic + VDA	14041		
Bonus	1276		
Special Allowance	0		
Performance Based Incentives *	0		
Additional Mandatory Incentives **	0		
Gross Earnings (1)	15317		
		ILM's Contribution	
		ESI Contribution	498
		PF Contribution (Savings)	1685
		Total (2)	2183
Take Home	13317	Total CTC (1) + (2)	17500
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

K. Lakshmi Parasanna
Page 5 of 5

21-12-2019



Ref Code: CI / 2020-2021 / 807

ILM / F / 45 / 1.6

**ILM'S Educate India Internship (IEII)
OFFER LETTER**

EC-E
16NH/AO/440

To,
Mr. Loya Surya Teja

Date: 21-12-2019

157

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Educate India Internship programme for the academic year June / July 2020 to February / March 2021 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2020. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM** the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part - 1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



Ref Code: CI / 2020-2021 / 807

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



Ref Code: CI / 2020-2021 / 807

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before 28-02-2020 along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
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5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080 - 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as 28-02-2020, you are advised to send your acceptance letter as soon as possible. ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
Director - Administration



Annexure - 1			
CTC Breakup			
CTC	17500		
Breakup of the Compensation		Deductions	
Basic + VDA	14041	Professional Tax	200
Bonus	1276	ESI Contribution	115
Special Allowance	0	PF Contribution (Savings)	1685
Performance Based Incentives *	0		
Additional Mandatory Incentives **	0	ILM's Contribution	
Gross Earnings (1)	15317	ESI Contribution	498
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1. You will be provided free standard outstation accommodation at your place of posting.			
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3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

L. Divya Teja. 21-12-2019
Page 5 of 3



Ref Code: CI / 2020-2021 / 808

ILM / F / 45 / 1.6

16NH/A0444

ILM'S Educate India Internship (IEI)
OFFER LETTER

158

To,
Mr. M Anand Paul

Date: 21-12-2019

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Educate India Internship programme for the academic year June / July 2020 to February / March 2021 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

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- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



b) Academic and Career Growth:

1) ILM'S INTERNSHIP PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.

2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

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Financial Growth

Part - 1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



Ref Code: CI / 2020-2021 / 808

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



Ref Code: CI / 2020-2021 / 808

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue during the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before 28-02-2020 along with following documents:-

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With Best Wishes

Sanjay Subramanya T
Director - Administration



Annexure - 1			
CTC Breakup			
CTC	17500		
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Basic + VDA	14041	Professional Tax	200
Bonus	1276	ESI Contribution	115
Special Allowance	0	PF Contribution (Savings)	1685
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M. Anand Paul
Page 5 of 5

21-12-2019

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EEE
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20th December, 2019

PERSONAL & CONFIDENTIAL
(IN DUPLICATE)

Mr. B Venkanna Babu,
Ph: +91-6304179194
V.K.R, V.N.B & A.G.K College of Engineering,
Eluru Road,
Gudivada-521301,
Krishna District.

Dear Mr. B Venkanna Babu,

As discussed and mutually agreed upon, we are pleased to offer you the position of **Diploma Trainee** to be based at **Hyderabad**.

This offer is being made to you subject to your being found medically fit by the Company's Doctor/ Registered Medical Practitioner.

At the time of time of joining, you are requested to submit the following documents:

1. 3 Passport size photos
2. Copy of PAN Card
3. Medical fitness report
4. Copies of Mark Sheets and Diploma and SSC Certificate
5. Copy of Residential Address Proof – Aadhar Card

Please check and confirm the name and date of birth in Aadhar card that should be similar to your name / date of birth appears in SSC Certificate.

Meanwhile, we would request you to please return the duplicate copy of this letter, duly signed, as confirmation of your acceptance and also indicate when you will be joining us. If you do not join us on or before **01st April, 2020** our offer will stand automatically withdrawn.

We welcome you to the '**Johnson**' family and wish you all the best in your new assignment.

For Johnson Lifts Pvt. Ltd.


Rudra Kumar
Assistant Manager-HR

B. Venkanna Babu
20-12-2019



20th December, 2019

PERSONAL & CONFIDENTIAL
(IN DUPLICATE)

Mr. B Venkanna Babu,
Ph: +91-6304179194
V.K.R, V.N.B & A.G.K College of Engineering,
Eluru Road,
Gudivada-521301,
Krishna District.

Dear Mr. B Venkanna Babu,

As discussed and mutually agreed upon, we are pleased to offer you the position of **Diploma Trainee** to be based at **Hyderabad**.

This offer is being made to you subject to your being found medically fit by the Company's Doctor/ Registered Medical Practitioner.

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We welcome you to the '**Johnson**' family and wish you all the best in your new assignment.

For Johnson Lifts Pvt. Ltd.

Rudra Kumar
Assistant Manager-HR

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160



20th December, 2019

PERSONAL & CONFIDENTIAL
(IN DUPLICATE)

Mr. G Mohan,
Ph: +91-7799374842
V.K.R, V.N.B & A.G.K College of Engineering,
Eluru Road,
Gudivada-521301,
Krishna District.

Dear Mr. G Mohan,

As discussed and mutually agreed upon, we are pleased to offer you the position of **Diploma Trainee** to be based at **Hyderabad**.

This offer is being made to you subject to your being found medically fit by the Company's Doctor/ Registered Medical Practitioner.

At the time of time of joining, you are requested to submit the following documents:

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We welcome you to the '**Johnson**' family and wish you all the best in your new assignment.

For Johnson Lifts Pvt. Ltd.


Rudra Kumar
Assistant Manager-HR

Received
G. Mohan
02-01-2020

Johnson Lifts Pvt Ltd.

Branch Office: # 55-11-11, Plot No. 7, NTR Marg, Industrial Estate, Autonagar, Vijayawada-520007

Phone: 91 866 2553325, 26

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20th December, 2019

PERSONAL & CONFIDENTIAL
(IN DUPLICATE)

Mr. K Vamsi Krishna,
Ph: +91-7989321837
V.K.R, V.N.B & A.G.K College of Engineering,
Eluru Road,
Gudivada-521301,
Krishna District.

Dear Mr. K Vamsi Krishna,

As discussed and mutually agreed upon, we are pleased to offer you the position of **Diploma Trainee** to be based at **Hyderabad**.

This offer is being made to you subject to your being found medically fit by the Company's Doctor/ Registered Medical Practitioner.

At the time of time of joining, you are requested to submit the following documents:

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We welcome you to the '**Johnson**' family and wish you all the best in your new assignment.

For Johnson Lifts Pvt. Ltd.


Rudra Kumar
Assistant Manager-HR


20.12.2019

Johnson Lifts Pvt Ltd.

Branch Office: # 55-11-11, Plot No. 7, NTR Marg, Industrial Estate, Autonagar, Vijayawada-520007
Phone: 91 866 2553325, 26



20th December, 2019

PERSONAL & CONFIDENTIAL
(IN DUPLICATE)

Mr. K Vamsi Krishna,
Ph: +91-7989321837
V.K.R, V.N.B & A.G.K College of Engineering,
Eluru Road,
Gudivada-521301,
Krishna District.

Dear Mr. K Vamsi Krishna,

As discussed and mutually agreed upon, we are pleased to offer you the position of **Diploma Trainee** to be based at **Hyderabad**.

This offer is being made to you subject to your being found medically fit by the Company's Doctor/ Registered Medical Practitioner.

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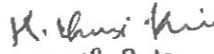
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We welcome you to the '**Johnson**' family and wish you all the best in your new assignment.

For Johnson Lifts Pvt. Ltd.


Rudra Kumar
Assistant Manager-HR


20-12-2019

Johnson Lifts Pvt Ltd.

Branch Office: # 55-11-11, Plot No. 7, NTR Marg, Industrial Estate, Autonagar, Vijayawada-520007

Phone: 91 866 2553325, 26

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16NH7A0504
CSE
logik work

21st January 2020

OFFER LETTER

Dear AKKINENI VIJAY CHANDU

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



A. VIJAY CHANDU
21-01-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

163

16NH1A 0511
CSE
logik work

21st January 2020

OFFER LETTER

Dear BANDI TEJA MURTHY

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

B. Teja Murthy
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

21st January 2020

OFFER LETTER

Dear DAKOJU SATYA SOWJANYA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



D. S. S.
21-01-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

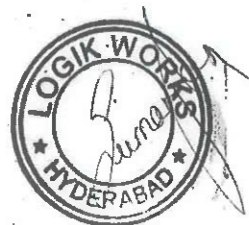
Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

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9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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16NH2A0522
CSE
logik work

21st January 2020

OFFER LETTER

Dear GOPU CHAITANYA RATNA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

G. CHAITANYA RATNA
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

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5. Salary Review

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6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

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9. Access to Communication System

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10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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CSE

logik work

166

21st January 2020

OFFER LETTER

Dear GUDLAVALLETI NAGA NAVEENA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

G. Naga Naveena

21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the un-expired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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logik work

21st January 2020

OFFER LETTER

Dear MIKKILI SAHITHI

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

M. S.
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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logik work

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21st January 2020

OFFER LETTER

Dear CHARAGULLA KALPANA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

C. Kumar
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

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9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

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- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection

All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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logik work

21st January 2020

OFFER LETTER

Dear CHITHA ESWARA RAO

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

C. ESWARA RAO
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

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b) Breach or Misconduct

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

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- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
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If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

21st January 2020**OFFER LETTER**

Dear GUNJA NANI ABHINAY KUMAR

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**G.N.A.K
21-01-2020**Sumanjan Gorenka**
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
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Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

16NH2A0429

ECE

logik work

171

21st January 2020

OFFER LETTER

Dear KANCHARLA APARNA NAGA PARVATHI

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



K. Sumanjan
21-01-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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16NH1A0436
ECE
logik work

21st January 2020

OFFER LETTER

Dear KOLUSU HANUMAN

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

K. HANUMAN
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

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5. Salary Review

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6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

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9. Access to Communication System

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10. Others

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- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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16NH1A0439
ECE
logik work

21st January 2020

OFFER LETTER

Dear KUNDETI YEDUKONDALU

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

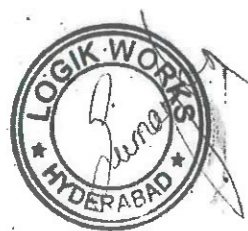
Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

K. Yedukondalu
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

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5. Salary Review

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6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

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If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

174

16NH1A0446
ECE

logik work

21st January 2020

OFFER LETTER

Dear MOHAMMAD SADIK

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

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We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

M. Sadik
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
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DTA	2200	26400
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Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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16NH2A0451
ECE
logik work

21st January 2020

OFFER LETTER

Dear NERUSU DIVYA SREE

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

N. DS
21-01-2020

Annexure I

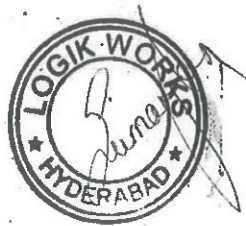
Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the un-expired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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16NH2A0460
ECE
logik work

21st January 2020

OFFER LETTER

Dear POTLAPALLI SAI MANIKANTA KRISHNATEJA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



T.S.M.K
21-01-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the un-expired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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EEE
logik works

21st January 2020

OFFER LETTER

Dear CHANDA DIVYALAKSHMI

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.


You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO


21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

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178

16 NHJA 0207
ECE
logik work

21st January 2020

OFFER LETTER

Dear REMALLI SRIVIDYA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

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We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



R. Sumanjan
21-01-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
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Special Allowance	3000	36000
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Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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21st January 2020

OFFER LETTER

Dear VENIGALLA PUSHPALATHA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

V. P. Pushpalatha
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

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2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one month's notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

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- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

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If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

21st January 2020

OFFER LETTER

Dear NANDETI VIJAYA SAGAR

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

N. Venk
21-01-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO



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Employment Agreement

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3. Termination

a) At will

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logik works

21st January 2020

OFFER LETTER

Dear TIKKISETTI VINAY KUMAR

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

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We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

T. Vinay
21-1-2020

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
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Fixed Gross	23000	276000
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Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
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Privileged & Confidential



Sumanjan Gorenka
Founder & CEO

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21st January 2020

OFFER LETTER

Dear ATMURI SOWJANYA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

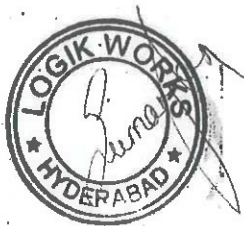
Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

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For **Logik Works**



A. Sowjanya

21-1-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
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2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO

Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the un-expired notice period would be payable. You will not be eligible to avail leave during the notice period.

a) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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18NH1E0005

MBA

logik works

21st January 2020

OFFER LETTER

Dear KOLUSU VEERA VENKATA SRAVANA LAKSHMI

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



K. Lakshmi

21-1-2020

Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



Sumanjan Gorenka
Founder & CEO

Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the un-expired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

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5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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18NH 7E 0010
MBA
logik work

21st January 2020

OFFER LETTER

Dear MOTUPALLI MAHITA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

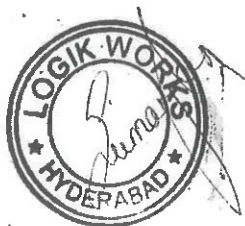
Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of **Rs. 3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



M. Mahita

21-1-2020

Sumanjan Gorenka
Founder & CEO

Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the un-expired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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18NH1E0015
MBA
logik works

21st January 2020

OFFER LETTER

Dear PULIGADDA KIRAN

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

You shall be under a service agreement of two years including probation from the date of your joining. You will be governed by the terms and conditions in the letter of Appointment (Annexure II) as well as policies and practices adopt by the Company from time to time. You are expected to sign and abide by the Non-Disclosure Agreement ("NDA"), & Service Agreement as provided at the time of joining.

We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
Special Allowance	1000	12000
Total CTC	15000	180000
After Probation		
Basic	8000	96000
HRA	6000	72000
DTA	2200	26400
*PF Employer Contribution	1800	21600
Special Allowance	3000	36000
Fixed Gross	23000	276000
Annual Performance Linked Pay (Maximum)	2000	24000
Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential



p. Kiran
21/1/20

Sumanjan Gorenka
Founder & CEO

Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

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5. Salary Review

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6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

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- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
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11. Amendments

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If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

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18NH 2E 00 20
MBA
logik work

21st January 2020

OFFER LETTER

Dear SANKURATHRI MOUNIKA

We are delighted to offer you the position of **Subject Matter Expert** with Logik Works. You will be based out of **Hyderabad** or any other location in the future as may be required by the Company from time to time.

Your joining will be given phase wise as per the company requirements and your availability. You will be under probation for a period of three to six months from the date of joining. The duration of probation depends on your learning & performance during the probation. Please treat the details of this offer with utmost confidentiality and please do not discuss or disclose them to any third party under any condition at any time.

Your compensation will be **Rs. 15,000 per month during probation**. Post successful completion of probation will be compensated a sum of Rs. **3,00,000 per annum (Three Lac Rupees)**. Details are mentioned in Annexure I to this letter. Compensation will be paid monthly, and tax will be deducted at source, as applicable.

This offer will be valid for a period of 2 days from the date of its issue. Please sign the acceptance and revert the signed document.

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We are excited and confident that you will make an outstanding contribution at Logik Works. We also believe you will find the experience of joining us stimulating and rewarding, both professionally and personally. We look forward eagerly to welcoming you on board.

For **Logik Works**



Sumanjan Gorenka
Founder & CEO

Annexure I

Role	Subject Matter Expert	
Location	Hyderabad	
	Per Month	Per Annum
During Probation		
Basic	5000	60000
HRA	6000	72000
DTA	1200	14400
*PF Employer Contribution	1800	21600
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Total CTC	25000	300000

*PF is a part of CTC

Notes:

1. Other benefits/reimbursements would be provided as applicable as per the policies of the Company.
2. Please note that appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
3. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.

Privileged & Confidential




21-01-2020

Sumanjan Gorenka
Founder & CEO

Annexure II
Employment Agreement

The terms and conditions of this employment agreement are mentioned below.

1. Duties and Services:

During your employment with Company, you are expected at all times faithfully and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company.

2. Probation

You will be on probation for a minimum period of three to six months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three months at the discretion of the management of the Company. During the probation period, either party may terminate this employment agreement by giving the other party one months' notice and without assigning any reason. You will not be entitled to severance pay as a consequence of termination of employment during the probation period.

3. Termination

a) At will

Either party shall be free to terminate this employment agreement at will and, at any time, with or without cause, upon two months' prior written notice by the party desirous of terminating this employment agreement or payment of equivalent salary in lieu thereof. However, in case of resignation, the company reserves the right to accept the same from any date during the notice period and no salary in lieu of the unexpired notice period would be payable. You will not be eligible to avail leave during the notice period.

b) Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment agreement, without notice, in the event you are found to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business. Misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company or breach of the Code or applicable laws; (ii) any other act or omission, inconsistent with your duties; (iii) any breach of this employment agreement, the NDA or the Company policy; and, or, (iv) unauthorized absence beyond a period of three (3) days

4. Working Hours

The normal working hours are from 9.30 a.m. to 6.00 p.m. each day Monday to Saturday, including one (1) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business requirements. You will be required to work additional hours as appropriate to fulfil the responsibilities of your role.

5. Salary Review

Your future salary reviews or role change shall be based on merit considering your periodic and consistent overall performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



6. Non-Violation

You represent that by accepting the terms of this Agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

7. Employee Non-Disclosure Agreement

You shall enter into an employee Non-Disclosure Agreement (NDA) as enclosed and shall be bound by all the terms and conditions contained therein.

8. Governing Laws

This contract shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

9. Access to Communication System

You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

10. Others

- a) You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- b) The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection
- c) All disputes arising out of this letter will be subject to the jurisdiction of the Hyderabad Court. And that the courts, tribunals and/or authorities at Hyderabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times

11. Amendments

The Company reserves the rights, subject to applicable law, to amend the terms of these Agreement from time to time as legal requirements may dictate/ new guidelines may require.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing on each page of the offer letter and NDA and returning a copy of both the documents to the Company on or before your date of joining. This contract shall be concluded and effective only on you're delivering a signed copy of this letter and the accompanying NDA to us, provided that your compensation and benefits shall not begin to accrue until you commence working for the Company.

CSE
16NH1A0568

187

OFFER LETTER

Dated: 12th Oct 2020

Dear, Sajja Sai Sowmya sri

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

Training in our incubation centre starts on

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

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Keerthana
Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738.

USN NO

S.S.S. Sri
12-10-2020

Q-Spider

188

OFFER LETTER

CSE

17NH5A0508

Dated: 12th Oct 2020

Dear, Vinnakota Naga Durga Sai Chandra

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

Training in our incubation centre starts on

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

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Thank & Regards

Qspiders Campus Connect Team.

Mb: 9513684738.

USN NO

V. N. Chandra
12-10-2020

189

OFFER LETTER

ECE
16NH1A0410

Dated: 12th Oct 2020

Dear, Aruna Kumari chalamacharla

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

Training in our incubation centre starts on

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

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Keethana
Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738.

USN NO

A.H
12-10-2020

OFFER LETTER

190

ECE
16NH1AD419

Dated: 12th Oct 2020

Dear, Praveen chaitanya dasi

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

Training in our incubation centre starts on

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

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Praveen Chaitanya Dasi
Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738.

USN NO

Praveen Chaitanya Dasi
12-10-2020

191

OFFER LETTER

ECE
16NHIAD448

Dated: 12th Oct 2020

M.
Dear, Naga Naveen . M

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

Training in our incubation centre starts on

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

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Keerthanan
Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738.

USN NO

M. J. D.
12-10-2020

192

~~192~~

OFFER LETTER

ECE
16NH1A0474

Dated: 12th Oct 2020

Dear, Suriseti Vineela

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

Training in our incubation centre starts on

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

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

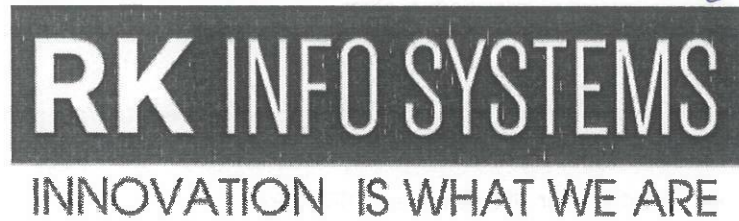
This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.


 Thank & Regards
 Qspiders Campus Connect Team.
 Mb: 9513684738.

USN NO



12-10-2020

2019 - 2020
193

OFFER LETTER OF APPOINTMENT

REF NO: RKINS/SE/09/18/19651

SHAIK SUMIYA

Appointment/ Offer of Appointment!

Dear Ms. **SHAIK SUMIYA**

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: **120000.00 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.

This offer letter is valid till **14-08-2020** 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 as per company records is **14-08-2020**.
4. **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.
5. **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.
6. **Leave** - You will be governed by the current Leave Policy of the company for permanent employees

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

ESE
16NH1A0545

199

DATE- August 29, 2019

NAME: NAGA VAMSI M ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as Jr. SOFTWARE DEVELOPER. Position in our Company. Your Emoluments fixed would be Rs.1,40,000/- PA To 2,20,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

Your Working location will be at Our Clients or our Partner's Clients in Entire south india location.

You are here by requested to report on or before 31st July 2020 at Vijayawada Branch office.

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

- Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post-Graduation (T&C) Apply.

Photocopies of your Address & Identity proof.

Engineer should have to carry his/her own laptop.

Note- Company will never encourage any commercial payments for Training or for placements , Except Document verification .

FOR SHELL PRO TECHNOLOGIES
HR MANAGER/OPERATIONS



M. K. Kamini
29-08-2019

DATE- August 29, 2019

NAME: RAJESHWARI P ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as Jr. SOFTWARE DEVELOPER. Position in our Company. Your Emoluments fixed would be Rs.1,40,000/- PA To 2,20,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

Your Working location will be at Our Clients or our Partner's Clients in Entire south india location. You are here by requested to report on or before 31st July 2020 at Vijayawada Branch office. We would require you to submit the following documents and information to Human Resources at the Time of Joining.

- Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post-Graduation (T&C) Apply.


Photocopies of your Address & Identity proof.

Engineer should have to carry his/her own laptop.

Note- Company will never encourage any commercial payments for Training or for placements , Except Document verification .

FOR SHELL PRO TECHNOLOGIES
HR MANAGER OPERATIONS




29-08-2019

196



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear GUDAPATI RAVI TEJA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.

G. Ravi Teja
20-03-2020

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
- AI, ML, NLP, CV, DL, ADAS, Training
- Android, Web app, mobility
- Automotive – System Integration, Test, Telematics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data

ECE
16NH1A0482

197

DATE- August 29, 2019

NAME: BALARAM PHANI KUMAR V ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as DESKTOP SUPPORT ENGINEER / TECHNICAL SUPPORT. Position in our Company. Your Emoluments fixed would be Rs.1,80,000/- PA To 2,40,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

Your Working location will be at Our Clients or our Partner's Clients in Entire south india location.

You are here by requested to report on or before 31stJuly 2020 at Vijayawada Branch office.

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

- Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post-Graduation (T&C) Apply.

Photocopies of your Address & Identity proof.

Engineer should have to carry his/her own laptop.

Note- Company will never encourage any commercial payments for Training or for placements , Except Document verification .

FOR SHELL PRO TECHNOLOGIES
HR MANAGER OPERATIONS



V. B. P. Kumar
29-08-2019

ECE
16NH1A0484

198

DATE- August 29, 2019

NAME: V SEEMAN ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as DESKTOP SUPPORT ENGINEER / TECHNICAL SUPPORT. Position in our Company. Your Emoluments fixed would be Rs.1,80,000/- PA To 2,40,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

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Engineer should have to carry his/her own laptop.

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FOR SHELL PRO TECHNOLOGIES
HR MANAGER OPERATIONS



Ves
29-08-2019

ECE
17NH5A0411

199

DATE- August 29, 2019

NAME: K PAVAN KALYAN ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as DESKTOP SUPPORT ENGINEER / TECHNICAL SUPPORT. Position in our Company. Your Emoluments fixed would be Rs.1,80,000/- PA To 2,40,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

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You are here by requested to report on or before 31stJuly 2020 at Vijayawada Branch office.

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

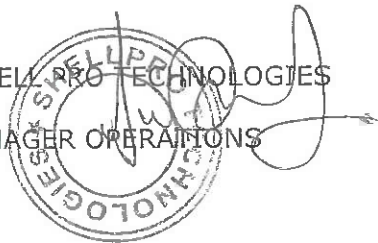
- Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post-Graduation (T&C) Apply.

Photocopies of your Address & Identity proof.

Engineer should have to carry his/her own laptop.

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FOR SHELL PRO TECHNOLOGIES
HR MANAGER OPERATIONS



K. Pavan Kalyan
29-08-2019



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear BOYINA LAKSHMI GAYATHRI

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
- AI, ML, NLP, CV, DL, ADAS, Training
- Android, Web app, mobility
- Automotive – System Integration, Test, Telemetrics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data

SHELL PRO Technologies

EEE
19NH5A0207

Pyramid House, 1st Floor
Beside Modern Mart, Eluru Road
Machavaram, VIJAYAWADA, A.P.- 520 004.
email: info@shellprotechnologies.com
Mobile: 7989814011

201

DATE- August 29, 2019

NAME: DIVYA G ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as DESIGN ENGINEER/SITE ENGINEER. Position in our Company. Your Emoluments fixed would be Rs.1,20,000/- PA To 1,80,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

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Photocopies of your Address & Identity proof.

Engineer should have to carry his/her own laptop.

Note- Company will never encourage any commercial payments for Training or for placements , Except Document verification .

FOR SHELL PRO TECHNOLOGIES
HR MANAGER OPERATIONS



G. Divya

29/8/2019

SHELL PRO Technologies

mectt
16NH AD326

Pyramid House, 1st Floor
Beside Modern Mart, Eluru Road
Machavaram, VIJAYAWADA, A.P.- 520 004.
email: info@shellprotechnologies.com
Mobile: 7989814011

202

DATE- August 29, 2019

NAME:ASHOK KUMAR N ,

GREETINGS OF THE DAY

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our company / our Client company. We are pleased to offer you as DESIGN ENGINEER/SITE ENGINEER. Position in our Company. Your Emoluments fixed would be Rs.1,20,000/- PA To 1,80,000 Total Cost to Company (Approx.) After Completing your Free Training Period of Working 35 Days and after the internal screening.

Your Working location will be at Our Clients or our Partner's Clients in Entire south india location.

You are here by requested to report on or before 31stJuly 2020 at Vijayawada Branch office.

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

- Photocopies of all Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post-Graduation (T&C) Apply.

Photocopies of your Address & Identity proof.

Engineer should have to carry his/her own laptop.

Note- Company will never encourage any commercial payments for Training or for placements , Except Document verification .

FOR SHELL PRO TECHNOLOGIES
HR MANAGER OPERATIONS



N. Ashok
29/8/2019

203



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear TALLURI APURVA JYOTHI

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

T. J. yath

20/8/2020



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

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About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
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- Hire top talent and provide excellent benefits and HR practices

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- Cyber-security, Cloud, Big Data



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear UMMADISETTY BHANU PRIYA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

O. Shau Peiya
20/8/2020



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear CHIGURUPATI ROSHINI

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited



20/8/2020



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear KOLUSU DIVYA

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

K. Divya
20/3/2020



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear TAMMAREDDY NEEHARIKA

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Hemanshu Vernenker

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T. Neehanika
20/3/2020



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Date: 20-3-2020

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Hemanshu Vernenker

CEO, Zentree Labs Private Limited

T. Jyothibai
20/8/2020



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209

17NH500219
EEE

Letter Of Intent

Dated: 06/02/2020.

Dear Mr. /Ms. *V. Srikanth*

We thank you for your interest in pursuing a career with us. Further to your application and the recent interviews you held in V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

We are pleased to offer you a position in SHIVAANTEC, Hyderabad on the following terms:-

1. Any Government ID Card.
2. Education Documents (SSC to Higher Education: Original & Xerox Copies).
3. Original Copy of Letter Of Intent.

Designation	Trainee
Salary	12,000 - 18,000
Final Interview/ DOJ	08/07/2020
Job Location	Hyderabad

We look forward to a mutually rewarding relationship and wish you success in your new role.

For and on behalf of

SHIVAANTEC, Hyderabad

V. Srikanth

Accepted by Candidate

K. Chandrasekhar
Authorized Signature.



Shivaantec Pvt Ltd, 3rd Floor EPK Business Center, Above KTM Bike Showroom,
Opp. American Consulate, Gemini Flyover, Anna Salai, Chennai - 600 006.
Ph. : 97015 01060 / 73967 77165, E-mail : info@shivaantec.in, Web : www.shivaantec.in



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear BARUN RAJWAR

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

TS. Rajwar
20/8/2020



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SUTHERLAND

PROVISIONAL OFFER LETTER

211

ECE
16NHIA0438

Campus Name: V.K.R, V.N.B & A.G.K college of Engg **Date:** 17-Feb-2020

Dear Jethendra.k (ECE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

212
ECE
16NHAD445

Campus Name: VKR, V.N.B & A.G.K College of Engg

Date: 17-Feb-2020

Dear PHANI KRISHNA.M [ECE]

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

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Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578

213



SUTHERLAND

PROVISIONAL OFFER LETTER

ECE
16NH1A0467

Campus Name: V.K.R, V.N.B & A.G.K College of Engg

Date : 17-Feb-2020

Dear FARZANA . SK [ECE]

Congratulations!!!

Welcome to the Sutherland Family.....

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No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



214

SUTHERLAND

PROVISIONAL OFFER LETTER

ECE

17NH5A0423

Campus Name: V.K.R, V.N.B & A.E.K college of Engg **Date :** 17-Feb-2020

Dear Hemasri.T (ECE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

215

EEE
16NHIA0206

Campus Name: V.K.R, V.N.B. & A.G.K College of Engg Date : 17-Feb-2020

Dear MOUNIKA. P [EEE]

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



EC
16NH 1A04 2 1

216

Offer: Computer Consultancy
Ref: TCSL/DT20195563198/Hyderabad
Date: 23/09/2019

Mr. Naga Durga Prasad Ede
19/99-5Bethavolu,
Near Petrol Bunk,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9290247271

Dear Naga Durga Prasad Ede,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195563198

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com

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



GROSS SALARY SHEET

Annexure 1

Name	Naga Durga Prasad Ede
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

Naga Durga Prasad Ede
22/09/19

TCS Confidential
 TCSL/DT20195563198

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

TECHONA ENTERPRISES

Date: 11-12-2019

Ref: TECHONA/OFR

FIXED TERM EMPLOYMENT CONTRACT

ECE-16PH/A0456

Dear MISS P.PRIYANKA

We are pleased to offer you, the position of Junior Trainee with **TECHONA ENTERPRISES** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-07-2020

2. Job title

You are appointed as a JUNIOR TRAINEE , and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Saturday**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **9.00 am** to **6.00 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

Priyanka P.

TECHONA ENTERPRISES

6. Leave/Holidays

6.1 You are entitled to casual leave of 1 day.

6.2 You are entitled to Sick Leave working days of paid sick leave.

6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One** month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One** month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

TECHONA ENTERPRISES

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 After successful completion of Trainee Engineer level based on performance you will be promoted as an **Engineer** and you will be paid a consolidated salary of **Rs.6000-8000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

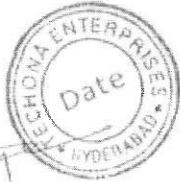
TECHONA ENTERPRISES

Compensation Details

BASIC SALARY	4000
TRAVEL ALLOWANCES	0
ACCOMMODATION	0
PROVIDENT & ESI FUND	0
INSURANCE	0
GROSS SALARY	4000

Note: 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.

Yours Sincerely,



N.Divya
Hr-Manager

Priyanka P.
Signature of the Employee

TECHONA ENTERPRISES

Date: 11-12-2019

218

Ref: TECHONA/OFR

FIXED TERM EMPLOYMENT CONTRACT

Dear MISS U.JYOTHI

We are pleased to offer you, the position of Junior Trainee with **TECHONA ENTERPRISES** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-07-2020

2. Job title

You are appointed as a JUNIOR TRAINEE , and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday** through **Saturday**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **9.00 am** to **6.00 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

TECHONA ENTERPRISES

6. Leave/Holidays

- 6.1 You are entitled to casual leave of 1 day.
- 6.2 You are entitled to Sick Leave working days of paid sick leave.
- 6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

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10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One** month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

TECHONA ENTERPRISES

11. Confidential Information

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11. 2 After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.6000-8000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

12. Notices

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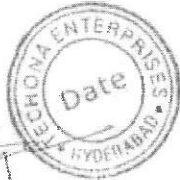
TECHONA ENTERPRISES

Compensation Details

BASIC SALARY	4000
TRAVEL ALLOWANCES	0
ACCOMMODATION	0
PROVIDENT & ESI FUND	0
INSURANCE	0
GROSS SALARY	4000

Note: 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.

Yours Sincerely,



N.Divya
Hr-Manager

V. Jyothi

Signature of the Employee

TECHONA ENTERPRISES

ECE

Date: 11-12-2019

Ref: TECHONA/OFR

FIXED TERM EMPLOYMENT CONTRACT

EC 17/24 5A0409

Dear MISS K.KAVYA

We are pleased to offer you, the position of Junior Trainee with **TECHONA ENTERPRISES** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-07-2020

2. Job title

You are appointed as a JUNIOR TRAINEE , and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

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TECHONA ENTERPRISES

6. Leave/Holidays

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8. Company property

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TECHONA ENTERPRISES

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11. 2 After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.6000-8000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

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13. Acceptance of our offer

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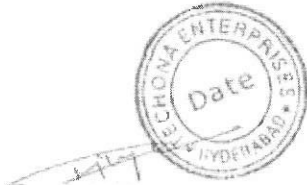
TECHONA ENTERPRISES

Compensation Details

BASIC SALARY	4000
TRAVEL ALLOWANCES	0
ACCOMMODATION	0
PROVIDENT & ESI FUND	0
INSURANCE	0
GROSS SALARY	4000

Note: 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.

Yours Sincerely,



N. Divya
Hr-Manager

K. Karva
Signature of the Employee



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear PARASA LAVANYA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor,, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.


4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited



20/3/2020



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
- AI, ML, NLP, CV, DL, ADAS, Training
- Android, Web app, mobility
- Automotive – System Integration, Test, Telemetrics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data

TECHONA ENTERPRISES

221

Date: 11-12-2019

Ref: TECHONA/OFR

FIXED TERM EMPLOYMENT CONTRACT

Dear MISS V.SHARMILA

We are pleased to offer you, the position of Junior Trainee with **TECHONA ENTERPRISES** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-07-2020

2. Job title

You are appointed as a JUNIOR TRAINEE, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

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4. Place of posting

You will be posted at Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

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TECHONA ENTERPRISES

6. Leave/Holidays

- 6.1 You are entitled to casual leave of 1 day.
- 6.2 You are entitled to Sick Leave working days of paid sick leave.
- 6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

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10. Termination

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TECHONA ENTERPRISES

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11.2 After successful completion of Trainee Engineer level based on performance you will be promoted as an **Engineer** and you will be paid a consolidated salary of **Rs.6000-8000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

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13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

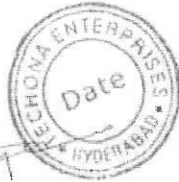
TECHONA ENTERPRISES

Compensation Details

BASIC SALARY	4000
TRAVEL ALLOWANCES	0
ACCOMMODATION	0
PROVIDENT & ESI FUND	0
INSURANCE	0
GROSS SALARY	4000

Note: 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.

Yours Sincerely,



N. Divya
Hr-Manager

A handwritten signature in cursive script, appearing to read 'V. Sravika'.

Signature of the Employee

TECHONA ENTERPRISES

222

Date: 11-12-2019

Ref: TECHONA/OFR

FIXED TERM EMPLOYMENT CONTRACT

EEE 16/12/19/0208

Dear MISS S.TANUJA SAI

We are pleased to offer you, the position of Junior Trainee with **TECHONA ENTERPRISES** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-07-2020

2. Job title

You are appointed as a JUNIOR TRAINEE, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday through Saturday**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **9.00 am to 6.00 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

TECHONA ENTERPRISES

6. Leave/Holidays

6.1 You are entitled to casual leave of 1 day.

6.2 You are entitled to Sick Leave working days of paid sick leave.

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than **One** month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One** month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

TECHONA ENTERPRISES

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11. 2 After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.6000-8000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

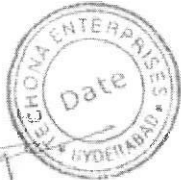
TECHONA ENTERPRISES

Compensation Details

BASIC SALARY	4000
TRAVEL ALLOWANCES	0
ACCOMMODATION	0
PROVIDENT & ESI FUND	0
INSURANCE	0
GROSS SALARY	4000

Note: 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.

Yours Sincerely,



N.Divya
Hr-Manager

S. Teeraja Rao
Signature of the Employee

TECHONA ENTERPRISES

223

Date: 11-12-2019

Ref: TECHONA/OFR

FIXED TERM EMPLOYMENT CONTRACT

EEE
17/04/5A0203

Dear MISS B.ALEKHYA

We are pleased to offer you, the position of Junior Trainee with **TECHONA ENTERPRISES** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-07-2020

2. Job title

You are appointed as a JUNIOR TRAINEE, and you will report to Mrs. N. Divya, Hr-Manager.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are **Monday through Saturday**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **9.00 am to 6.00 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

B. Alekhyas

TECHONA ENTERPRISES

6. Leave/Holidays

6.1 You are entitled to casual leave of 1 day.

6.2 You are entitled to Sick Leave working days of paid sick leave.

6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

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10.2 You may terminate your employment with the Company, without any cause, by giving no less than **One** month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

TECHONA ENTERPRISES

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11.2 After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.6000-8000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

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TECHONA ENTERPRISES


Compensation Details

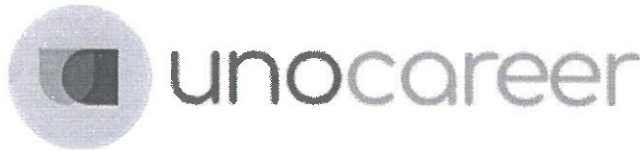
BASIC SALARY	4000
TRAVEL ALLOWANCES	0
ACCOMMODATION	0
PROVIDENT & ESI FUND	0
INSURANCE	0
GROSS SALARY	4000

Note: 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.

Yours Sincerely,


N.Divya
Hr-Manager


Signature of the Employee



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PRIVATE & CONFIDENTIAL

Mar 16th, 2020

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear Raja Sri Sai,

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:

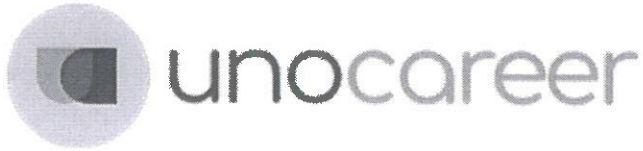
1. **Probation:** You will initially be on probation for a period of three (3) months from the actual date of your joining. Your Employment status will be deemed confirmed in the regular service of the Company unless stated otherwise after the probation period. During the probation period, your services 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

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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

Rao Raparla
(Co-Founder)

Acceptance

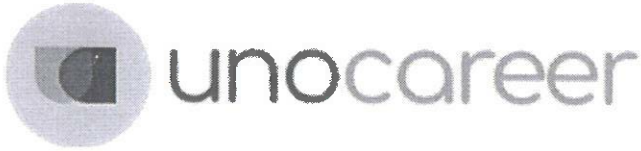
I have read, understood and accept the position and terms and conditions of employment offered. The following documents have been attached for your records or shall be provided to the Company on _____.

- Copy of Educational Certificates & PAN Card
- PAN Number

Signature: *Raja Sri Sai*

Date: 16-3-2020

Name: RAJA SRI SAI



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Mar 16th, 2020

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear Singavarapu Aditya,

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:

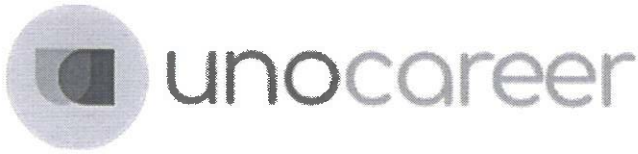
1. **Probation:** You will initially be on probation for a period of three (3) months from the actual date of your joining. Your Employment status will be deemed confirmed in the regular service of the Company unless stated otherwise after the probation period. During the probation period, your services 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 deputed 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.



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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)

Acceptance

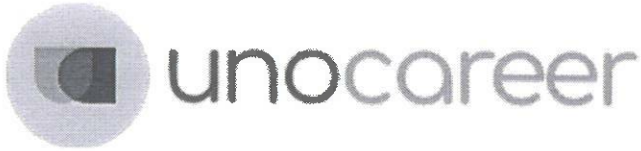
I have read, understood and accept the position and terms and conditions of employment offered. The following documents have been attached for your records or shall be provided to the Company on _____.

- Copy of Educational Certificates & PAN Card
- PAN Number

Signature: *Aditya S*

Date: 16-3-2020

Name: SINGAVARAPU ADITYA



PRIVATE & CONFIDENTIAL

Mar 16th, 2020

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear Kota Lakshmi Venkata Sai Dileep,

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.**

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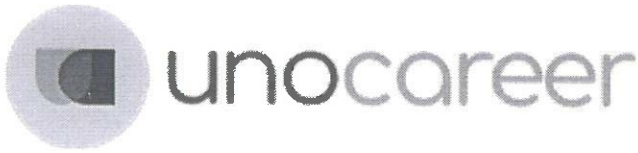
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Termination of your employment under this sub-paragraph shall be without prejudice to:

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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.
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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)

Acceptance

I have read, understood and accept the position and terms and conditions of employment offered. The following documents have been attached for your records or shall be provided to the Company on _____.

- Copy of Educational Certificates & PAN Card
- PAN Number

Signature: K. L. Venkata Sai dileep .

Date: 16 - 3 - 2020 .

Name: KOTA LAKSHMI VENKATA SAI DILEEP .



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear JONNALA DEVI SUMA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
- AI, ML, NLP, CV, DL, ADAS, Training
- Android, Web app, mobility
- Automotive – System Integration, Test, Telematics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data

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PALLAPOTHU
Dear ~~Purama~~ Mounika,
Pallapothu

Subject : Appointment in the position of Operations Executive

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **Edupolis Technologies Pvt. Ltd. (Unschool)** subject to the following terms and conditions.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on the **13th of March 2020** between

Edupolis Technologies Pvt Ltd., a company registered under the Companies Act, 2013 having its registered office at **Hyderabad** (hereinafter called the "**Company**") of the one part;

and

Purama Mounika (Hereinafter called the "**Employee**") of the other part.

WHEREAS

The Company is desirous of appointing **Purama Mounika** as its Operations Executive and the Employee has agreed to accept the appointment on the terms and conditions outlined herein below.

NOW THIS AGREEMENT WITNESSES as follows:

1. The monthly salary package of the Employee will be as per the terms mentioned in this letter. Based on the periodic reviews the Employee's compensation package may differ as per the compensation policy applicable to other employees of the Employee's category in the respective department.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him/her by the Company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the Company.
4. The Employee shall confirm and comply with the directions of the Board of Directors of the Company from time to time. The Employee shall faithfully serve the Company to the best of his/her abilities and shall make his/her utmost endeavour to promote interests of the Company.
5. The Employee shall, agree to enter into an internship period of 6 months and will perform his/her office operations till the end of the period of the said period on a stipend and internship basis, post which the Employee will be given a full-time status in the company.
6. You will be based and working out of **Hyderabad** from the office location.

7. The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's prior notice in writing to the Employee. Without prejudice to anything contained herein, the Company can terminate the Employee's contract any time if the Employee-

- Commits any material or persistent breach of any of the provisions contained herein.
- Be guilty of any default, misconduct or neglect in the discharge of his/ her duties affecting the business of the Company.

1. WORKING HOURS:

The standard working hours for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

2. DATE OF JOINING:

As per discussions, the Employee will report to the Company on **1st June** at Office - **Address:** H.No. 1-11-251/3, Ground Floor, Behind Shoppers Stop, Begumpet, Hyderabad - 500016, Telangana.

3. INTERSHIP:

The Employee shall be on an internship basis for a period of **six months** from the date of joining the Company. The internship period of six months may on the sole discretion of the Company be further extended depending on the performance of the Employee (hereinafter referred to as "Extended Probation Period"). The employment will be deemed confirmed, unless otherwise communicated to Employee in writing for reasons not limited to performance. The Company reserves the right to terminate the tenure of the job on performance or behavioural grounds.

During the internship period for matters related to discipline or performance, the Company reserves the right to take action in accordance to the policy of the Company. The stipend during the month of internship will solely be dependent on performance with a base stipend being provided.

4. LEAVE:

The Employee will be entitled to a total of 12 sick leaves in a year where not more than one day of leave can be redeemed per month and 12 paid leaves in a year where not more than one day of leave can be redeemed per month. All National holidays will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to the Employee.

5. NOTICE PERIOD; TERMINATION:

a) During the internship or the extended probation period, the Company may terminate the contract of employment by giving a written notice, to the other party. The Company reserves the right to terminate the employment by giving compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period. In case the termination is initiated by the Employee, a **notice period of 45 days (1.5 months)** is applicable.

b) In the event the termination is initiated by the Employee without adhering to the notice period, the Company reserves the right to recover from the Employee upto 3 months' salary which is based on annual fixed compensation, in lieu of breaking the notice period contract which is established a period of 1.5 months, subject to the release date being approved by the Company.

c) Even when the termination is initiated by the Employee, in case of breach, the Company may, at its discretion, relieve the Employee from a date it may deem fit, at any time before expiration of the notice period (1.5 months from the date of acceptance of resignation by the Company). The Company will agree to the release date and salary payment in lieu of notice period. However, during the notice period, the Employee shall cooperate with the Company in ensuring smooth and proper hand-over of the Employee's responsibilities, failing, which the Company shall be, authorised to withhold/ forfeit the Employee's dues.

d) The Company may also terminate/ suspend the Employee's services immediately at its discretion at any time without giving any notice or amount in lieu of notice, if it has been alleged and prima facie established through preliminary internal enquiry that the Employee has committed

(i) any heinous criminal act or any offense involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.),

(ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws), or

(iii) other act that threatens or likely to damage Company's reputation, or

(iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies, or

(v) any activity leading to loss of business for the Company.

e) The Company also expects that the Employee voluntarily discloses details of any of the above acts to the Company at the time of joining or during the Employee's employment with the Company, as applicable, based on which the Company may terminate/ suspend the Employee's services at its discretion at any time immediately upon providing a written notice to the Employee.

6. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to the Employee as part of the Employee's salary every month. The components are as follows: Basic Pay, HRA, Internet, Special Allowance and Provident Fund.

The Employee has the flexibility of changing the amounts under each of the above mentioned heads, within his/ her BOA, according to the Employee's preferences and income tax plan.

7. NON DISCLOSURE AGREEMENT

During the Employee's employment, the Employee may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this appointment, the Employee acknowledges that all of this information must be kept strictly confidential, and should not be used for the Employee's own purposes or disclosed to anyone outside the Company, unless authorised by the in writing by the Company. In addition, the Employee agrees that, upon termination of the employment (for any reason whatsoever), the Employee will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. The Employee agrees to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of the employment with the Company.

8. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of **6 (six) months** from the termination/ expiry of this contract, as the case may be ("**Non-Compete Period**"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology.

The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company.

The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this clause.

Continued...

9. EARNINGS

The Employee shall be joining as an Intern for a duration of 6 months where the salary would be based on the Employee's performance. A **base stipend of INR 7,500 per month** is provided to the Employee during the internship period. Upon meeting the required targets, the Employee shall be receiving a stipend of **up to INR 15,000** i.e; extending anywhere between INR 10,000 to INR 15,000. After the Internship Period, based on the Employee's performance, the Company has the right to uphold or withdraw the employment offer.

The targets shall change every month at the sole discretion of the Company and will be communicated in the beginning of the month by the Employee's Head of Operations/ Direct Manager to the Employee.

Refer below for the split up of the salary structure for the full-time role (after the internship period) as an Operations Executive at Edupolis Technologies Pvt Ltd. (Unschool).

Name	DOJ	Designation
Purama Mounika	1st June 2020	Operations Executive

Components	Per month (INR)	Annual (INR)
Base Salary	10,000	1,20,000
HRA	4,000	48,000
Telephone and Internet	2,000	24,000
Special Allowances	7,200	86,400
Provident Fund	1,800	21,600
Total	25,000	3,00,000

Deductions:

PF Employee	1,800
PF Employer	1,800
PT	200

Take home	21,200
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Continued...

A Certificate and a Letter of Recommendation (LoR) will also be written in the Employee's favour by the Co Founder, if the Employee excels in his/ her role.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,
for Edupolis Technologies Pvt Ltd (Unschool)



Rahul Varma
Co-Founder and CEO
Unschool.

Authorised Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: Mounika, P.

Date: 13/3/2020

Name: Mounika, P



ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 20-3-2020

Dear PEDAMALLU SHANMUKHA RAMA GANESH

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor,. Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Kamataka - 560001

Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
- AI, ML, NLP, CV, DL, ADAS, Training
- Android, Web app, mobility
- Automotive – System Integration, Test, Telemetrics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data

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Zenus Group

ISO 9001:2008 Certified

OFFER LETTER FOR JOINING

Dated: 17/12/19

Subject: Offer of AppointmentDear *Shavani Sethi/Karn*It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **RF/Design Engineer** Further Your Salary will be 13.000 INR per month to 15.000 INR will depends on your performance in the duration of training. .

2) Company will provide the skills based training for **30 to 45 days** before being a part of company. so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever. your employment will be cancelled itself without any Notice to You.

3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months. Engineer always climbs on the tower for taking the measurement of the tower in case of tower designing and RF Engineer.

4) You should not have any backlog at the time of joining that is **17th Aug 2020**. if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.

5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).

Note: - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.

6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company. .

7) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

8) Your Continuation of appointment will be subject to your Furnishing such other information as the company may require from time to time and subject to your services being acceptable in the light of the information furnished and documents provided from time to time.

Zenus Group

ISO 9001:2008 Certified

9) If any declaration, statement or information given by you is at any time found to be false or untrue, or if any material information is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

10) If after you join the company's Services, it comes to the notice of the company that you had prior to joining the company's services committed any act of misconduct, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof, or if your services are not so terminated, you shall be liable to disciplinary measures and any penalty that may be imposed by the management.

11) No Travelling allowance will be paid to you on account of your journey undertaken for joining the services of the company for this appointment or any personal journey.

12) Be it clearly understood that no benefit of past services or any other similar benefit of any previous employment, in whatever form & Manner it may be, shall be available to you in this employment being offered pursuant to this letter. No salary & TA during your Training period.

13) You will carry your own Laptop along with you for learn the designing concept on designing software. Company will share Original Designing software & Kit to you, so you have to submit INR 10,000 (Refundable) for the software & kit Security. These 10,000 Rs will be Return to you after successfully Complete Your Training & 6 months Job, If any Candidate leave us before 6 month on in the training period also this security money is not refundable.

14) Only appropriate courts Roorkee shall have soul jurisdiction to entertain the disputes that may arise out of this Offer Letter. No other Court shall have jurisdiction to entertain disputes that may arise out of this Offer Letter.

If we do not receive your acceptance on this letter of appointment on or before **17th Aug 2020**, it will be construed that you are not interested in accepting this offer and the same shall stand automatically withdrawn without any further reference to you.

5) Your Date of joining May be extended as per availability of projects.

I wish you all the very best and wish all success in your tenure with the company

For Zenus Group.

Hunny Tyagi

For Zenus Group of Companies

Date:

Authorized Signator

S. Suman
Signature

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MECH

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Zenus Group

ISO 9001:2008 Certified

OFFER LETTER FOR JOINING

Dated: 17/12/19

Subject: Offer of Appointment

Dear T. Venkatesh Srinath.

It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **RF/Design Engineer** Further Your Salary will be 13,000 INR per month to 15,000 INR will depends on your performance in the duration of training. .

2) Company will provide the skills based training for **30 to 45 days** before being a part of company. so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.

3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months. Engineer always climbs on the tower for taking the measurement of the tower in case of tower designing and RF Engineer.

4) You should not have any backlog at the time of joining that is **17th Aug 2020**. if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.

5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).

Note: - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.

6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.

7) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

8) Your Continuation of appointment will be subject to your Furnishing such other information as the company may require from time to time and subject to your services being acceptable in the light of the information furnished and documents provided from time to time.

Zenus Group

ISO 9001:2008 Certified

9) If any declaration, statement or information given by you is at any time found to be false or untrue, or if any material information is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

10) If after you join the company's Services, it comes to the notice of the company that you had prior to joining the company's services committed any act of misconduct, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof, or if your services are not so terminated, you shall be liable to disciplinary measures and any penalty that may be imposed by the management.

11) No Travelling allowance will be paid to you on account of your journey undertaken for joining the services of the company for this appointment or any personal journey.

12) Be it clearly understood that no benefit of past services or any other similar benefit of any previous employment, in whatever form & Manner it may be, shall be available to you in this employment being offered pursuant to this letter. No salary & TA during your Training period.

13) You will carry your own Laptop along with you for learn the designing concept on designing software. Company will share Original Designing software & Kit to you, so you have to submit INR 10,000 (Refundable) for the software & kit Security. These 10,000 Rs will be Return to you after successfully Complete Your Training & 6 months Job, If any Candidate leave us before 6 month on in the training period also this security money is not refundable.

14) Only appropriate courts Roorkee shall have soul jurisdiction to entertain the disputes that may arise out of this Offer Letter. No other Court shall have jurisdiction to entertain disputes that may arise out of this Offer Letter.

If we do not receive your acceptance on this letter of appointment on or before **17th Aug 2020**, it will be construed that you are not interested in accepting this offer and the same shall stand automatically withdrawn without any further reference to you.

5) Your Date of joining May be extended as per availability of projects.

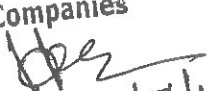
I wish you all the very best and wish all success in your tenure with the company

For Zenus Group.

Hunny Tyagi

For Zenus Group of Companies

Date:

Authorized Signatory: 
17/12/19.


Signature

232

MECH

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Zenus Group

ISO 9001:2008 Certified

OFFER LETTER FOR JOINING

Dated: 17/12/19

Subject: Offer of Appointment

Dear M. Siva Vineth

It is our pleasure to welcome you to Zenus Group. *But you are in waiting list for joining subject to the further requirement in the company.*

1) With reference to our discussions, we are pleased to offer you appointment in our organization as RF/Design Engineer Further Your Salary will be 13,000 INR per month to 15,000 INR will depends on your performance in the duration of training. .

2) Company will provide the skills based training for **30 to 45 days** before being a part of company. so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever. your employment will be cancelled itself without any Notice to You.

3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months. Engineer always climbs on the tower for taking the measurement of the tower in case of tower designing and RF Engineer.

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5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).

Note: - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.

6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.

7) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

8) Your Continuation of appointment will be subject to your Furnishing such other information as the company may require from time to time and subject to your services being acceptable in the light of the information furnished and documents provided from time to time.

Zenus Group

ISO 9001:2008 Certified

- 9) If any declaration, statement or information given by you is at any time found to be false or untrue, or if any material information is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.
- 10) If after you join the company's Services, it comes to the notice of the company that you had prior to joining the company's services committed any act of misconduct, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof, or if your services are not so terminated, you shall be liable to disciplinary measures and any penalty that may be imposed by the management.
- 11) No Travelling allowance will be paid to you on account of your journey undertaken for joining the services of the company for this appointment or any personal journey.
- 12) Be it clearly understood that no benefit of past services or any other similar benefit of any previous employment, in whatever form & Manner it may be, shall be available to you in this employment being offered pursuant to this letter. No salary & TA during your Training period.
- 13) You will carry your own Laptop along with you for learn the designing concept on designing software. Company will share Original Designing software & Kit to you, so you have to submit INR 10,000 (Refundable) for the software & kit Security. These 10,000 Rs will be Return to you after successfully Complete Your Training & 6 months Job, If any Candidate leave us before 6 month on in the training period also this security money is not refundable.
- 14) Only appropriate courts Roorkee shall have soul jurisdiction to entertain the disputes that may arise out of this Offer Letter. No other Court shall have jurisdiction to entertain disputes that may arise out of this Offer Letter.

If we do not receive your acceptance on this letter of appointment on or before **17th Aug 2020**, it will be construed that you are not interested in accepting this offer and the same shall stand automatically withdrawn without any further reference to you.

- 15) Your Date of joining May be extended as per availability of projects.

I wish you all the very best and wish all success in your tenure with the company

For Zenus Group.

Hunny Tyagi
For Zenus Group of Companies

Authorized Signator

Date:

[Handwritten Signature]
17/12/2019

[Handwritten Signature]
Signature

Date: 16-1-2020

Letter of Offer of Employment

Dear ALUGOLU SADGUNA CHAITANYA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1 Year
Location	: Hyderabad

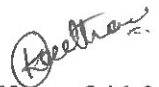
Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

A. Sadguna Chaitanya

RAAM GROUP

Terms & Conditions

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Salary Structure:

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HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 16-1-2020

Letter of Offer of Employment

Dear GURAJALA KRISHNA PRASAD

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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

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Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1 Year
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Date: 16-1-2020

Letter of Offer of Employment

Dear MEDEPALLI KALYAN

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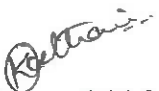
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Raam Group

M. Kalyan



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Date: 16-1-2020

Letter of Offer of Employment

Dear PUTLA CHANDRA SEKHAR

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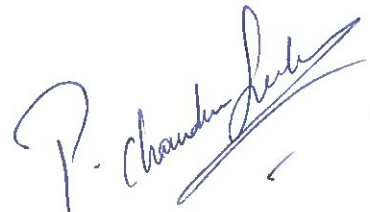
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Date: 16-1-2020

Letter of Offer of Employment

Dear RAMIREDDY SANTOSH KUMAR REDDY

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**RAAM
GROUP**

Date: 16-1-2020

Letter of Offer of Employment

Dear RATHINENI SAI TILAK

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Letter of Offer of Employment

Dear RAYAPUREDDY NAGABABU

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R. Nagaraj
16/1/20

Date: 16-1-2020

Letter of Offer of Employment

Dear SUNKARA LAKSHMANA CHANDU

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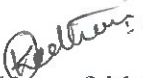
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S. Lakshmana Chandu



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Date: 16-1-2020

Letter of Offer of Employment

Dear CHANDA DIVYALAKSHMI

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Date: 16-1-2020

Letter of Offer of Employment

Dear JONNALA SRIKANTH REDDY

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EEE
Date: 16-1-2020

Letter of Offer of Employment

Dear KANKIPATI PRIYANKA

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K. Polyanbu



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Letter of Offer of Employment

Dear KOSURI SNEHA LATHA

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Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group





Terms & Conditions

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Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

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EEE
245
Date: 16-1-2020

Letter of Offer of Employment

Dear KUCHIBOTLA NAGA SAI YESWANTH

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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

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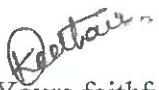
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K. N. S. Yeswanth



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Date: 16-1-2020

Letter of Offer of Employment

Dear NADELLA NAGENDRA BABU

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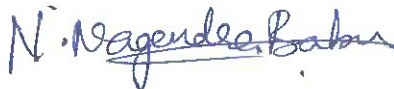
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Date: 16-1-2020

Letter of Offer of Employment

Dear NANDETI VIJAYA SAGAR

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Raam Group

N.vijayasagar



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Letter of Offer of Employment

Dear GOPISETTI DHANESH

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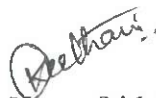
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Raam Group

G. Dhanesh
16/1/20



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Letter of Offer of Employment

Dear GORRELA TRIVENI

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Raam Group

G. Triveni
16/1/20.



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Date: 16-1-2020

Letter of Offer of Employment

Dear GUMPENA KARTHIK

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Raam Group

G. Karthik
16/1/20



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Date: 16-1-2020

Letter of Offer of Employment

Dear GUNJA NANI ABHINAY KUMAR

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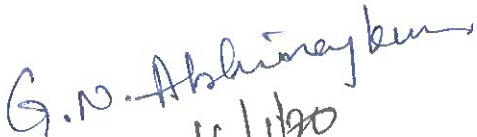
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Raam Group


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Letter of Offer of Employment

Dear MARAGANI RAJESH

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16/1/20



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Letter of Offer of Employment

Dear MARRIREDDY KIRANMAYI

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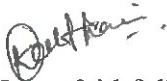
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Raam Group

M. Kiranngi
16/1/20



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Date: 16-1-2020

Letter of Offer of Employment

Dear MEKA VEENASREE

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Yours faithfully,

M. Venasree

Raam Group



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Date: 16-1-2020

Letter of Offer of Employment

Dear POTLAPALLI SAI MANIKANTA KRISHNA TEJA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee at Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1 Year
Location	: Hyderabad

Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

P. S. M. Krishna Teja



Terms & Conditions

1. You will be officially joining us as **Technical Trainee**.
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period.
4. Candidate should be open for relocation.
5. The job requires you to be present physically at the workplace.
6. A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization.
7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 16-1-2020

Letter of Offer of Employment

Dear PUPPALA HANEESHASAI

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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

Designation	: Technical Trainee
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Training Period	: 1 Year
Location	: Hyderabad

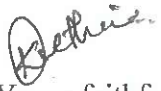
Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

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Kindly intimate your acceptance via email.

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Yours faithfully,

Raam Group



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Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 16-1-2020

Letter of Offer of Employment

Dear SAYANA TEJA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Location	: Hyderabad


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Kindly intimate your acceptance via email.

****The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. ****

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

Sayana Teja



Terms & Conditions

1. You will be officially joining us as **Technical Trainee**.
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period.
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**Students
Progression to
Higher
Education
A.Y : 2019 - 20**



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 : 2019 - 20

S.NO	Name of Student Enrolled into Higher Education	Program Graduated From	Name of Institution Joined	Name of Program Admitted To
1	P HARI KRISHNA	B.Tech (ME)	V.K.R,V.N.B & A.G.K COLLEGE OF ENGINEERING	M.Tech (Thermal Engineering)
2	P DHANUNJAY	B.Tech (ME)	V.K.R,V.N.B & A.G.K COLLEGE OF ENGINEERING	M.Tech (Thermal Engineering)

**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA**

KAKINADA - 533 003 , ANDHRA PRADESH, INDIA

GRADE CARDMemo. No. : **N 1764965**

Serial No. : 220081401107906

Examination : M.Tech I Year I Semester (R19) Reg.

Branch : THERMAL ENGINEERING

Name : POLAVARAPU HARIKRISHNA

Aadhar No. :

Hall Ticket No. : 19NH1D2106

Month & Year of Exams : FEBRUARY 2020

Institution :
VKR & VNB ENGINEERING
COLLEGE

S.No.	COURSE CODE	COURSE TITLE	Grade Secured	Grade Points, GI	Status	Credits Obtained, CI
1	M0109	RESEARCH METHODOLOGY AND IPR	F	0	F	0
2	M2101	ADVANCED FLUID MECHANICS	F	0	F	0
3	M2102	COMPUTATIONAL FLUID DYNAMICS	F	0	F	0
4	M2103	ADVANCED IC ENGINE ELECTRIC AND HYBRID VEHICLES (ELECTIVE-I)	F	0	F	0
5	M2109	ENERGY CONSERVATION AND MANAGEMENT (ELECTIVE-II)	F	0	F	0
6	M2111	COMPUTATIONAL FLUID DYNAMICS LAB-I	O	10	P	2
7	M2112	THERMAL ENGINEERING LAB-I	O	10	P	2
8	MAC13	SOFT SKILLS	CP	--	P	--
Courses Registered : 8 Appeared : 8 Passed : 3 Total :			---	---	---	4

* Medium of Instructions and Examinations in English

Semester Grade Point Average (SGPA) :

^ CP -- COMPLETED

^ NCP -- NOT-COMPLETED

Date of Issue : 28-Oct-2021

Verified by

CONTROLLER OF EXAMINATIONS

MP : Mal Practice

WH : With Held

P : Pass

F : Fail

AB : Absent

1102858

Note : Any discrepancy must be represented within 15 days from the date mentioned above.



JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA
KAKINADA - 533 003 , ANDHRA PRADESH, INDIA

GRADE CARD



Memo. No. : N 1764966

Serial No. : 220081401107907

Examination : M.Tech I Year I Semester (R19) Reg.

Branch : THERMAL ENGINEERING

Name : POLUKONDA DHANUNJAY

Aadhar No. :

Hall Ticket No. : 19NH1D2107

Month & Year of Exams : FEBRUARY 2020

Institution :
VKR & VNB ENGINEERING
COLLEGE

S.No.	COURSE CODE	COURSE TITLE	Grade Secured	Grade Points, GI	Status	Credits Obtained, CI			
1	M0109	RESEARCH METHODOLOGY AND IPR	B	7	P	3			
2	M2101	ADVANCED FLUID MECHANICS	F	0	F	0			
3	M2102	COMPUTATIONAL FLUID DYNAMICS	F	0	F	0			
4	M2103	ADVANCED IC ENGINE ELECTRIC AND HYBRID VEHICLES (ELECTIVE-I)	C	6	P	3			
5	M2109	ENERGY CONSERVATION AND MANAGEMENT (ELECTIVE-II)	B	7	P	3			
6	M2111	COMPUTATIONAL FLUID DYNAMICS LAB-I	O	10	P	2			
7	M2112	THERMAL ENGINEERING LAB-I	O	10	P	2			
8	MAC13	SOFT SKILLS	CP	--	P	--			
Courses Registered : 8			Appeared : 8	Passed : 6	Total :	---	---	---	13

* Medium of Instructions and Examinations in English

Semester Grade Point Average (SGPA) :



^ CP -- COMPLETED

^ NCP -- NOT-COMPLETED

Date of Issue : 28-Oct-2021

Verified by

Robert A. Kelly
CONTROLLER OF EXAMINATIONS

NP : Nil Practice

WH : With Field

P : Pass

F : Fail

AB : Absent

1102859

Note : Any discrepancy must be represented within 15 days from the date mentioned above.