

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

(Autonomous)

Kokapet (Village), Gandipet, Hyderabad, Telangana – 500075

www.cbit.ac.in

5.2.1 - Average percentage of placement of outgoing students during the last five years

5.2.1.1: Number of outgoing students placed year wise during last five years

Year	2021-22	2020-21	2019-20	2018-19	2017-18
Number	870	826	857	850	720

List of student offer letters for the academic year 2018-19 from S.No. 1 to 203

S. No.	Name of the student placed	Program graduated from
1	Manisha Madhyarla	ECE-1
2	Ranjith Boorugula	ECE-1
3	Akella Praveen	ECE-2
4	Amitha Shreshta Papetla	ECE-1
5	Apeksha Khairtabad	ECE-1
6	Ashwitha Pasham	ECE-1
7	Asna Fatima	ECE-1
8	Divya Bhoomi	ECE-1
9	Durga Deekshitha Karamsetty	ECE-1
10	Harini Kolloju	ECE-1
11	Harshitha Ambilpur	ECE-1
12	Himabindu Manikarao	ECE-1
13	Likhitha Muvva	ECE-1
14	Madhuri Kandi	ECE-1
15	Praneesha Reddy Junuthula	ECE-1
16	Praveka Surapaneni	ECE-1
17	Raveena Ginjala	ECE-1
18	Sahithi Chamanthula	ECE-1
19	Sai Himaja Manchikanti	ECE-1
20	Sharanya Gandla	ECE-1
21	Sharon Keerthana Chiluvuri	ECE-1
22	Sindhu Gundu	ECE-1
23	Sivani Srea Bandarupalli	ECE-1
24	Soumya Sajja	ECE-1
25	Srujithyareddy Kotha	ECE-1
26	Suchithra Reddy Yellolu	ECE-1
27	Supraja Paloju	ECE-1
28	Neelima Swarna	ECE-1
29	Usharani Pathlavath	ECE-1
30	Varalakshmi Mirdoddi	ECE-1

31	Vennela Bandlamudi	ECE-1
32	Aashrith tadmada	ECE-1
33	Abhilash Reddy Devarinti	ECE-1
34	Anil kumar Potharaju	ECE-1
35	Anirudh Kodavatiganti	ECE-1
36	Arun Kumar Allam	ECE-1
37	Emmaneul Prajeeth Jakaregari	ECE-1
38	Hareesh Gunda	ECE-1
39	Harun Sai Reddy Devireddy	ECE-1
40	Idrees Ali Jabalpurwala	ECE-1
41	Kamalvamsi Mesa	ECE-1
42	Kaushal Prudhvi Raj Tungaturthy	ECE-1
43	Mallikarjuna Reddy Bobbala	ECE-1
44	Murali Venkateswara Gopi Krishna Ponnada	ECE-1
45	Naga Venkata Sai Krishna rayapureddy	ECE-1
46	Parashu Ram Naik Nenavath	ECE-1
47	Pavan Kumar Tadi	ECE-1
48	Raghuram Chepuri	ECE-1
49	Sachin Ambala	ECE-1
50	Sai Harsha Devulapalli	ECE-1
51	Sai Pranav Rao Pulakonti	ECE-1
52	Sampreeth Suruvu	ECE-1
53	Sreesanth Reddy Chenreddy	ECE-1
54	Tulasi Kishore Reddy Chavali	ECE-1
55	Uday Morampudi	ECE-1
56	Vivek Kodepaka	ECE-1
57	Sanjana Reddy	ECE-2
58	Aishwarya Kasim	ECE-2
59	Akanksha Yelisetty	ECE-2
60	Bhargavi Lukalapu	ECE-2
61	Bindu Devalla	ECE-2
62	Sarparapu Divya Sri	ECE-2
63	Geethika Tiramdas	ECE-2
64	Monika Satla	ECE-2
65	Nisha reddy Challa	ECE-2
66	Devaraju Rashmi Devi	ECE-2
67	Roshini Bijjala	ECE-2
68	Ruchitha Ambothu	ECE-2
69	Priyanka Chintamani Sateesh	ECE-2
70	Shaik Roshna	ECE-2
71	Dulapalli Shanthi Priya	ECE-2
72	Sreeranjani Didugu	ECE-2
73	Sri Haritha Deevi	ECE-2
74	Sri Manika Makam	ECE-2
75	Sri Sowbhagya VVSL	ECE-2
76	Suhethaa Kurmeti	ECE-2
77	Swapna Vemula	ECE-2

78	Utkarsha Shagala	ECE-2
79	Shravanthi Musti Venkata	ECE-2
80	Pulipaka Vishnu Priya	ECE-2
81	Bhanu prakash Renikuntla	ECE-2
82	Ata Cherithesh REDDY	ECE-2
83	Velgapuni Deepak Raya	ECE-2
84	Goutham Sadubathula	ECE-2
85	Tejas Kini	ECE-2
86	Mahipal reddy Daggula	ECE-2
87	Mohammad Mansoor	ECE-2
88	Methuku Mohan Kumar	ECE-2
89	Bachu Naveen kumar	ECE-2
90	Gattu Nikhil	ECE-2
91	Rahul Devunuri	ECE-2
92	Srikanth Naradasu	ECE-2
93	Thakur Rana Prathap Singh	ECE-2
94	Ravi Teja	ECE-2
95	Revanth sai Kumar reddy Patel	ECE-2
96	Rayapudi Sai akhil	ECE-2
97	Saikumar Patel	ECE-2
98	Sampath kumar Thallada	ECE-2
99	Tayyala Sheshu	ECE-2
100	Karne Shivasai	ECE-2
101	Shivanand Reddy Gujjala	ECE-2
102	Sriram Narla	ECE-2
103	Vamshi Krishna Boddupally	ECE-2
104	Vamshi Krishna Mallu	ECE-2
105	Vishal Naik	ECE-2
106	Adithi Reddy	ECE-3
107	Avanthi Bindla	ECE-3
108	Divya Sree	ECE-3
109	Divya Teja	ECE-3
110	Tummalapalli Lakshmi Deepika	ECE-3
111	Liji p Jose	ECE-3
112	Meghna Raman	ECE-3
113	Mounika Amgoth	ECE-3
114	Poojitha Borra	ECE-3
115	Preethi Thota	ECE-3
116	Ramya Sri Pothineni	ECE-3
117	Sai priya Talluri	ECE-3
118	Chandana KoppakaSaiSri	ECE-3
119	baswa sairama amulya	ECE-3
120	Kondapuram Sampangi Tejaswini	ECE-3
121	Ulligadda sreeja	ECE-3
122	Sushma Cheruku	ECE-3
123	Varshitha Indukuri	ECE-3
124	Ajith kumar Silasagaram	ECE-3

125	Akhil Sabbani	ECE-3
126	Amit Anchaliya	ECE-3
127	Bhanu Challa	ECE-3
128	Kuruva Hanumanthu	ECE-3
129	Jaya Maheedhar Manthripragada	ECE-3
130	Karthik reddy Gaddam	ECE-3
131	Mahidhar Kanugovi	ECE-3
132	Mohammed Noman Junaid	ECE-3
133	Nikhil Bestha	ECE-3
134	Nikhil Madhunala	ECE-3
135	Pillapalem Nirnay Reddy	ECE-3
136	Rajamallareddy Bakkammagari	ECE-3
137	Tudi Riteesh Reddy	ECE-3
138	Rohith Ramesh	ECE-3
139	Koppulapalli Ronith Raj	ECE-3
140	Sai Charan	ECE-3
141	sai caharan battula	ECE-3
142	Sai Krishna Nallani	ECE-3
143	Y.sai krishna vaideek	ECE-3
144	Vandanapu Sai nikhil	ECE-3
145	Sai Niranjan Karthik Mulugu	ECE-3
146	Sai Pratheek Reddy	ECE-3
147	Shiva Krishna Adigoppula	ECE-3
148	Shiva shanth reddy Gurrala	ECE-3
149	Sriraj Kandala	ECE-3
150	Sujan Kumar	ECE-3
151	Adarsh Sukumaran	ECE-3
152	Suresh Kumar Begari	ECE-3
153	Trivedh Audurthi	ECE-3
154	Uma Mahesh Banakari	ECE-3
155	varshik chebrolu	ECE-3
156	Arun Vishnu	ECE-3
157	Vishwa Teja Thangalapalli	ECE-3
158	Yahdidya Narmala	ECE-3
159	Yaswanth Sai Ibathula	ECE-3
160	Pranaykumar Dasari	ECE-1
161	Sandeep Goud Pebberu	ECE-1
162	Anjali Gummadavelli	ECE-1
163	Ramya Karnakanti	ECE-1
164	Mounica Vaddepally	ECE-1
165	Pavan Kumar Boorla	ECE-1
166	Shirisha Kalal	ECE-1
167	Vandana Ramagiri	ECE-1
168	R.Sravani	ECE-1
169	Sanjeeva Chennamgari	ECE-1
170	Pranuthi Kota	ECE-1
171	Radhika erusavadla	ECE-2

172	Minipuri Rajashekar Reddy	ECE-2
173	Manish Kumar Jaiswal	ECE-2
174	Lokesh Krishna bharadwaj Kota	ECE-2
175	Angoori Anusha	ECE-2
176	Limbadri Kaipalli	ECE-2
177	Vijaya Laxmi Talla	ECE-2
178	Muddamalla Prashanth	ECE-2
179	Latha Gunja	ECE-2
180	Naveen Gade	ECE-2
181	Rokulaman Vijayalaxmi	ECE-2
182	Divya Banja	ECE-3
183	Vamshi Krishna Thaviti	ECE-3
184	Akula Sudhikshana	ECE-3
185	Mohammad Kareem Pasha	ECE-3
186	Anvesh Kanaganti	ECE-3
187	Arvind Keesara	ECE-3
188	meghana mekala	ECE-3
189	Koppula Ganesh	ECE-3
190	Masiuzzama Mohammed	ECE-3
191	Sabavath Janardhan	ECE-3
192	Rizwana Shaik	ECE-1
193	DONTI REDDY RAKESH REDDY	Comm Engg
194	PATNAM BHAVANA	Comm Engg
195	BALASTI NIKITHA	Comm Engg
196	ADIMULAM SWAPNA	Comm Engg
197	PRASANNA VANGALA	ES VLSID
198	J.VAMSHI KRISHNA	ES VLSID
199	RAMAVATH RAJKUMAR	ES VLSID
200	PYATA SWATHI	ES VLSID
201	MEDA SATHISH KUMAR	ES VLSID
202	POTTURI AKHIL VARMA	ES VLSID
203	Rumala Niyathi	ES VLSID

Welcome aboard the exciting world of Infosys!

1 message

Talentacquisition@infosys.com <Talentacquisition@infosys.com>
To: amitha1997@gmail.com

Thu, Nov 29, 2018 at 4:40 PM

Dear Ms. Amitha Shreshta,

297

2018-19

Thank-you for your interest in Infosys. Get a sneak peek into the exciting world of Infy by downloading **MyInfy App**.

MyInfy App is available on Google Play Store and iOS App Store. Alternatively, you can download it from the links given below:

Google Play Store - <https://play.google.com/store/apps/details?id=com.InfosysIT.MyInfy&hl=en>

iOS App Store - <https://itunes.apple.com/us/app/myinfy/id1296925697?ls=1&mt=8>

Please use your registered email ID with Infosys which is amitha1997@gmail.com as username to login.

So what are you waiting for ? Go ahead, Explore! For any queries / suggestions pertaining to MyInfy App, do write to us at myinfyapp@infosys.com

Warm Regards,
Talent Acquisition – Infosys



Note : Any communication directed to the user via MyInfy App does not imply in any way that he/she has been selected for employment with Infosys.

This is an auto-generated email. Responses will not be monitored, kindly do not reply.

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2018-19
>
accenture

**BE YOURSELF,
MAKE A DIFFERENCE.**

Strictly Private and Confidential

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10-Apr-2019

Apeksha Khairtabad
H.NO 25-35/18, Ramachandra reddy nagar, Ramachandra Puram
9642671235

Dear Apeksha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

otherwise your period of probation is expressly extended by such period as may be decided by the Company if your performance during the probation period is not found satisfactory.

During the initial or extended period of probation, the company may dispense with your services or the employee may resign at any time without assigning any reason, but giving 15 (fifteen) days notice or payment (based on Basic salary) in lieu thereof.

Notice and Termination:

You are at liberty to terminate your services by giving 2 month's notice in writing. The Company shall be at liberty to terminate your services by giving two month's previous notice in writing or by paying an amount equal to two month's basic salary in lieu thereof.

On termination of employment and/ or your resignation during the period of your probation or thereafter, you will immediately give up to the Company all tools, accessories, formulae, documents, specifications, laptop / computer including all the company data and emails, books, etc. of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

Training:

You hereby agree that due to technological nature of work there may be a genuine need to send you abroad for training. In such circumstances, you undertake to work for the Company for a minimum period of time and sign the appropriate legal agreement with the Company as may be required.

Security Awareness:

It is crucial that NCR operates with the highest level of security to maintain its reputation in the marketplace and reduce any potential risk to the Company. As part of your orientation to the Company, all employees, including senior management, are required to complete NCR Security Awareness training. The training must be completed within 30 days of your start date. Directions for accessing the training will be provided via email after your start date.

The 30-minute web-based training course educates employees on the importance of information security and how to protect NCR data. Upon completion of this course, you will be able to identify NCR's security policy and standards, understand data classification and handling, identify security practices for electronic communications, and define social engineering. As part of NCR's ongoing commitment to securing the data of our company, customers and employees, you will be required to participate in Security Awareness training annually.

Your completion of NCR Security Awareness training demonstrates your personal commitment to information security and protecting the NCR brand.

Code of Conduct:

At NCR, we expect that every employee will exemplify our Shared Values and our Code of Conduct every day, in all that they do for NCR. NCR reinforces its commitment to living its Code of Conduct by requiring all NCR employees, including senior management, to complete an annual training and certification course on the Code of Conduct. While we recognize there are local laws and regulations that must also be followed, it is important that all employees understand and adhere to our global standard of business conduct.

As part of your new NCR employee orientation, you must to complete NCR's Code of Conduct training and certification course within 30 days of your start date. Employees with computer access will complete a 30-minute web-based training and certification module. Directions for accessing the training will be provided via email after your start date. Employees who do not have computer access will attend an in-person training session that reviews the code. At the completion of that session, each employee must complete a Code of Conduct training and certification form. Your completion of the Company's Code of Conduct training and certification course demonstrates your personal commitment to conducting business legally and ethically.

This offer of employment is contingent upon your agreement to the conditions of employment outlined in the offer letter, in Appendix A and in the Inventions Assignment and Confidentiality Agreement; including passing a background check.

You should note that this offer will be withdrawn if your acceptance has not been confirmed within seven (7) days of the date of this letter, unless specific alternative arrangements have been agreed.

Soumya, I am excited about the contributions, experience and knowledge you bring to NCR. We have assembled some of the best and brightest professionals in the industry; and we look forward to having you as part of the team.

If you have any questions regarding the details of this offer, please contact Mr Vishnu Gajapathi Raju at +91 (40) 67993850. Vishnu will make the necessary arrangements to ensure any additional questions you may have are addressed, so you are able to make an informed decision.

Sincerely,



Emma Holliday

Global Talent Acquisition Director

Regd. Office: Niton Building, 3rd Floor, #11, Palace Bangalore - 560 052, India - Tel. + 91 - 80 - 3078 6900 Fax: +91 - 80 - 2225 7050

Accepting this Offer of Employment:

By accepting and signing NCR's offer of employment you certify to NCR that you are not subject to a non-competition agreement with any company or to any other post-employment restrictive covenants that would preclude or restrict you from performing the NCR position being offered in this letter. We also advise you of NCR's strong policy of respecting the intellectual property rights of other companies. You should not bring with you to your NCR position any documents or materials designated as confidential, proprietary or trade secret by another company, nor in any other way disclose trade secret information while employed by NCR.

You further acknowledge that this employment letter, Appendix A and the Non-Competition Agreement and Related Covenants documents reflect the general description of the terms and conditions of your employment with NCR, and is not a contract of employment for any definite duration of time. The employment relationship with NCR is by mutual consent ("Employment at Will"). This means either you or NCR have the right to discontinue the employment relationship with or without cause at any time and for any reason.

I have read the foregoing information relative to NCR's conditions of employment and understand that my employment offer is conditioned upon their satisfaction.

Employee ID:

Date: 11th November, 2019

To
Ashwitha Pasham

Dear Ashwitha Pasham,

Sub: Appointment as Engineer Trainee pursuant to letter of intent ("LOI") dated 15th October, 2018.

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent and your successful completion of the sponsored training program, we are pleased to offer you the position of **Engineer Trainee** in SoCtronics Technologies Private Limited ("SoCtronics"). You will be located in **Hyderabad, India**. Your employment with SoCtronics will commence on **20th November 2019**.

The key terms of your appointment and employment with SoCtronics including details of compensation are set out herein below and are to be read together with the employment agreement, non-solicitation undertaking, IT security policy and business protection agreement and such agreements as may be required by SoCtronics from time to time, all to be the executed along with the appointment letter ("**Appointment Letter**").

Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

Total Compensation:

In this position, you will be paid a total Annual Compensation of **Rs.300000/- (Rupees Three Lakhs Only)** per annum throughout the first year. The salary structure details are provided in the Annexure-A. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.



HRD/3T/19-20/12669171

300

Ms. Asna Fatima
Candidate ID: 12669171
Edi Bazaar,

Hyderabad - 500023
Telangana
India
Ph: (91) 86396 45158

ECE

September 5, 2019

1601 1573 5004
ECE-1
2018-19

Dear Asna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:16:52 +05:30
Reason: Offer Letter
Location: Bangalore



Letter of Intent - Balla Diksha - Ref. No.: 7205514

1 message

<careers@wipro.com>
To: balla.deeksha@gmail.com
Cc: manager.campus@wipro.com

Thu, 12 Oct 2017 at 10:35 am

Campus - Letter Of Intent

October 12, 2017

Dear Balla Diksha,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be **Project Engineer**, belonging to career band **Team Rainbow (TRB-II)**.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of **Rs. 18000/-** per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to twelve months post completion of the Training period. The agreement requires you to reimburse **Rs 75000** to Wipro, for the cost of training incurred, in the event you exit before the said period.

- a. The salary stack for Project Engineer is as given below:

Component	Amount (INR)
Basic	9340
HRA	4700
Commutation	2500
Wipro Benefit Plan	6561
Total Fixed Cash	23101
PF	1130
Gratuity	496
Total Fixed Compensation	24727
QPLC	1340
Medical	600
Target CTC	26667
Total Annual Gross	320004

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

- a. In addition to the components mentioned above, you will be entitled for Additional Allowance depending on your performance during the initial training program. The total Annual Gross

therefore will be as indicated in the table below:

	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category - 1	27500	330000
Performance Category - 2	26667	320000

V. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum
- d. Medical Insurance Coverage up to **Rs. 2 lacs** per annum

Kindly note that the above terms are subject to change at our discretion. Based on the acceptance of this Letter, a detailed appointment letter with the terms and conditions of employment will be issued to you. Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.

Please login to Synergy Candidate Desktop and accept the LOI.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,
For **Wipro Limited**

Sunil Kalachar
General Manager - Global Campus Head

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BHOO MI DIVYA
ECE-1
160115735007

2018-19

301

Offer: Computer Consultancy
Ref: TCSL/DT20184661514/Hyderabad
Date: 25/09/2018

Ms. Divya Bhoomi
1-16-148/8, Plot No.122, Madhavi Nagar Colony, Alwal Alwal,
Alwal,
Hyderabad-500015,
Telagnana,
Tel# 91-9866797069

Dear Divya Bhoomi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184661514

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

160115735008

ECE-1



2018-19

ZF India Technology Center

302

To: Durga Deekshitha Karamsetty

Dept: Human Resources
From: Devanand Chavan
Phone: +91 73375 39356
E-mail: devanand.chavan@zf.com

Date: 1 Feb 2019

Sub: Letter of Intent

Dear Durga Deekshitha Karamsetty

We are pleased to inform you that you have been selected for the position of "Engineer" to be based at ZF India Technology Center, ZF India Pvt. Ltd, Hyderabad.

We would like to make you an offer of CTC INR 4,25,000 (Rupees Four Lakhs Twenty Five Thousand per annum). Your joining date would be on or before 22 July 2019. You will be eligible to participate in the regular yearly merit in 2020 (for the performance period of Jan-Dec 2019). Please find attached the detailed distribution of the offer.

Kindly send us a signed scanned copy of your acceptance letter by 1 Feb 2019

If you have any queries feel free to revert via email or call us.

Wish you all the best!

Sincerely,
For ZF India Private Limited

Raghav Gulur
Managing Director

Devanand Chavan
Senior Manager TA

In agreement:

A Durga Deekshitha

Name: KARAMSETTY DURGA DEEKSHITHA

Date: 1-2-2019

Place: Hyderabad

Branch Office
ZF India Technology Center
Survey No. 115 / IT SEZ, Aster Building

ZF India Private Limited
Registered Office
B-35, MIDC - Chakan Industrial Area
Phase 2, Vasai, Tal. Khed,
Dist. Palghar

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

13-May-2019

Harini Kolloju

Hno-18-3-719/50, Jaya prakash nagar, Chatrinaka, Hyderabad
7396114611

303

2018-19

Dear Harini,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

- **Additional Bonus- Of INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

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

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

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

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



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ECE 1.

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

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2018-19

Date: December 11, 2018

Ref No: HR/Campus/LO201930163/1

**Harshitha Ambilpur
Chaitanya Bharathi Institute of Technology**

Letter of Intent ("LOI")

Dear Harshitha Ambilpur,

With reference to your interview conducted by us at Chaitanya Bharathi Institute of Technology, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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



Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

ANNEXURE 1

Harshitha Ambilpur

Analyst and A4

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

For & On Behalf of Capgemini



Puneet Kumra
Head – Fresher Hiring

Signature: _____

Candidate Name: Harshitha Ambilpur

Date: _____


Mindtree Ltd :: Offer Confirmation

Mail  Inbox



Campus 19 Jul 2019



to me 



Dear Manikarao Himabindu,

Greetings from Mindtree.

Congratulations! Kindly consider this mail as formal confirmation of your Offer.

Joining Date with Mindtree	October 12 th 2019, Saturday
Joining Location	Bhubaneshwar - Mindtree Kalinga

CTC Offered	3,50,000 per annum
Designation	Engineer

This has reference to the selection process of employment opportunity at Mindtree Ltd.



**Deloitte Consulting India
Private Limited**

Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad – 500 032

Tel: +91 040 67621000
www.deloitte.com

06/24/2019

Ms. Likhitha Muvva
Flat- 508, Block 1, Rv Manyatha
Pjr Enclave Road, Chandanagar,
Hyderabad - 500050

Subject: Offer of Employment

Dear Likhitha Muvva:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Likhitha Muvva, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Anuradha Pandey
B6048991B876429


Authorized Signatory

Ms. Likhitha Muvva

Acceptance

I, **Likhitha Muvva**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

4F03666C0299842A

06/25/2019

Signature

Date

Annexure A**Ms. Likhitha Muvva****Business Technology Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	14,600	1,75,200
House Rent Allowance (HRA)	7,300	87,600
Special Allowance ^{1a & 1b}	9,452	1,13,424
Leave Travel Allowance ²	1,460	17,520
Meal Card ³	2,200	26,400
Differential Allowance(L)	4,855	58,260
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	41,667	5,00,004
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium ⁴	1,448	17,378

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-

....

Annexure A

¹ All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	<i>^{1a} Communication Expenses</i>	<i>^{1b} Fuel Expenses</i>
Employee in Level -	<i>Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.</i>	<i>Petrol / Insurance / Repairs & Maintenance</i>
Business Technology Analyst	Rs.3,000/- per month	Rs.7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Likhitha Muvva

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement (“Employment Agreement”)

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the “Employer”) as **Business Technology Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the “Employment Agreement”) are defined in **Exhibit A** hereto.
2. **Pre-existing Agreements or Arrangements.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer’s offer of *Employment* or my becoming, and serving as, **Business Technology Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency’s decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of Proceedings.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.
4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

Signatory, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.
6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.
7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.
8. **Authorization to Access Systems and Electronic Communications and use of Deloitte Property.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my

possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of Works.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the

period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. **Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.
12. **Post-Employment Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.
13. **Exceptions to Post-Employment Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.
14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities*

remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel and Contractors*.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.
16. **Post-Employment Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-EMPLOYMENT OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.
18. **Notification of Post-Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.
19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte*

Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.
22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.
23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in [HYDERABAD: Hyderabad, Andhra Pradesh, India] [MUMBAI: Mumbai, Maharashtra, India] [BENGALURU: Bengaluru, Karnataka, India] [GURGAON: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.
25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.
26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to

the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.
28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.
29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.
30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.
31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Consulting India Private Limited

Talent
Authorized Signatory

Effective as of **August 12, 2019**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement,

including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

ACCEPTED AND AGREED TO:
DELOITTE CONSULTING INDIA PRIVATE LIMITED

By: _____
Signature

Its: *Authorized Signatory* _____
Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client

Specified Kind of Services(s) Permitted

Deloitte Consulting India Private Limited
Talent

I have read and understood the above policy terms.

Signature

Name

Date

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT (“Employment Agreement”)

You will be expected to sign the Employer’s Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release (“APR”) 213 is the Employer’s policy prohibiting harassment. Deloitte LLP’s subsidiaries located in India (“Deloitte India (Offices of the US)”) are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India*.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer’s policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US)’s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.

- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 12, 2019**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

Name



Dear **Likhitha Muvva**,

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Business Technology Analyst** pursuant to the terms and conditions of your offer letter dated **August 12, 2019**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

14-Feb-2019

Madhuri Kandi

Q. no -2111/D, oppo. St Anns High School BHEL TOWNSHIP RC PURAM
9100674224

Dear Madhuri,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

Reference Id: 29e33006-c6c0-4179-abf4-fb1a7c0e4c76_1
Signed By: Mohan Sekhar

307

ECE

KANDI MADHURI

160115735013

ECE

Mobile:- 9100674224

email:- madhuri12359@gmail.com

2018-19

160115735014

ECE-1

308

2018-19

Deloitte.

**Deloitte Consulting India
Private Limited**
Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

06/24/2019

Ms. Praneesha Reddy Junuthula
Flat No. 104, United Bevedere
Vinayak Nagar Colony, Hafeezpet,
Hyderabad - 500050

Subject: Offer of Employment

Dear Praneesha Reddy Junuthula:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004** - and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Praneesha Reddy Junuthula, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

Declassified by
Anusudha Panday
080482010879429

Authorized Signatory

Ms. Praneesha Reddy Junuthula

Acceptance

I, **Praneesha Reddy Junuthula**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by

C0CF-0F52345428

Signature

06/27/2019

Date

Annexure A

Ms. Praneesha Reddy Junuthula

Business Technology Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	14,600	1,75,200
House Rent Allowance (HRA)	7,300	87,600
Special Allowance ^{1a & 1b}	9,452	1,13,424
Leave Travel Allowance ²	1,460	17,520
Meal Card ³	2,200	26,400
Differential Allowance(L)	4,855	58,260
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	41,667	5,00,004
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium ⁴	1,448	17,378

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd:-



Dear Praveka,

Congratulations on your offer with Google!

Please find **below** an overview of immediate action items to accept this offer and next steps in your Onboarding journey.

ACCEPTING THIS OFFER

Details pertaining to your offer are available in the attached documents. Please **e-sign** within the next **30 days** to confirm acceptance.

This help centre also contains useful information about getting ready to start at Google, from pre-start tasks to orientation overviews and your benefits.

For further questions or clarifications, please reach out to us at noogler-help@google.com.

We look forward to having you join us at Google in India.

Cheers,
Google People Operations

ZF India Technology Center

To GINJALA RAJESHA

310

Dept. Human Resources
From Devanand Chavan
Phone +91 73375 39396
E-mail devanand.chavan@zf.com

Date 1/2/19

MOBILE NO: 9515392100

REL NO: 160115735017

Sub: Letter of Intent

Dear GINJALA RAJESHA, ECE-1, 2018-19

We are pleased to inform you that you have been selected for the position of "Engineer" to be based at ZF India Technology Center, ZF India Pvt. Ltd, Hyderabad.

We would like to make you an offer of CTC INR 4, 25,000 (Rupees Four Lakhs Twenty Five Thousand per annum). Your joining date would be on or before 22 July 2019. You will be eligible to participate in the regular merit in 2020 (for the performance period of Jan-Dec 2019). Please find attached the detailed distribution of the

Kindly send us a signed scanned copy of your acceptance letter by 1/2/19

If you have, any queries feel free to revert via email or call us.

Wish you all the best!

Sincerely
For ZF India Private Limited


Raghav Guler
Managing Director


Devanand Chavan
Senior Manager TA

In agreement:

G. Rajesha
Name: Rajesha Ginja

Date: 1/2/19

Place: Hyderabad



Annexure

W.E.F - 22nd July 2019		
Name :		
Position : Engineer		
Components	Monthly	Yearly
Basic (40% of gross)	11,861 INR	1,42,337 INR
HRA (house/rent allowance; 50% of basic)	5,931 INR	71,169 INR
Conveyance (transportation; fixed amount)	1,600 INR	19,200 INR
Medical (fixed amount)	1,250 INR	15,000 INR
Education (fixed amount)	200 INR	2,400 INR
LTA (10% of basic; Travel allowance, by providing invoice, tax reduction)	1,186 INR	14,234 INR
Adhoc allowance	7,625 INR	91,504 INR
Total Gross	fix	3,55,843 INR
Employers Contribution to Provident Fund 12% of Rs 15000/-	1,800 INR	21,600 INR
Bonus		11,000 INR
Gratuity (4.85% of basic; after 5 years could be withdrawn by employee)		6,903 INR
Subtotal annual payment	fix	39,503 INR
Total fix CTC (Cost to Company)	fix	3,95,346 INR
Year end performance incentive (variable)		29,654 INR
Total CTC per annum		4,25,000 INR
About LTA (Options available to employee)		
• Option - I: LTA to be paid out on monthly basis.		
• Option - II: LTA to be paid out on annual basis.		



HRD/3T/19-20/12669039

Ms. Sai Himaja Manchikanti
Candidate ID: 12669039
Hig:-264,G2,Meherban Enclave,
Kphb 6Th Phase,Kukatpally
Hyderabad - 500072
Telangana
India
Ph: (91) 80998 64290

September 5, 2019

Dear Sai Himaja,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:16:39 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669039

September 5, 2019

Ms. Sai Himaja Manchikanti
Candidate ID: 12669039
Hig:-264,G2,Meherban Enclave,
Kphb 6Th Phase,Kukatpally
Hyderabad - 500072
Telangana
India
Ph: (91) 80998 64290

Dear Sai Himaja,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 7, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting (“work location”) would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20 _____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sai Himaja Manchikanti
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sai Himaja Manchikanti
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





EVERYDAY
MADE
EASIER™

2018-19

NCR Corporation India Pvt. L
Raheja Mindspace IT P
Building 12C, 8th Fl
Survey No. 64, APHC Software Lay
HITEC City, Madhapur, Hyderab
Telangana 500
Tel.: +91 - 40 - 6799 3

PERSONAL AND CONFIDENTIAL

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11-Dec-2018

Gandla Sharanya
flat no: 101; H.No:12-13-377; Gayathri gardens, street no:2, Tamaka
hyderabad, 500007

Roll No: 1601-15735020

Name: G. Sharanya

Branch: ECE

Mail: Sharanya.gandla05@gmail.com

Mobile: +91 9154438818.

Dear Gandla,

Welcome to NCR, a global technology company that runs the everyday transactions that make our life easier.

With a presence in 180 countries, our people offer a broad perspective and range of skills that enable our customers to making every custom interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On beh of my team, we look forward to you joining us.

Employer (Legal Entity):

NCR Corporation India PVT. LTD. (the 'Company')

Position:

SW Engineer

Job Grade:

This position is a Grade 09

Reporting To:

Srinivas Maddipatla, Business Operations Supv

Business Unit:

CTO

Location:

HYDERABAD - OFFICE

Changes in NCR's real estate may result in the reassignment of this position to another NCR office, shared space at a customer site, or a virtual assignment where you work primarily from your home. Should this occur, existing NCR policies will describe the conditions associated with such a reassignment.

Start Date:

Your employment shall commence on 08-Jul-2019

Base Salary:

Your annual base salary will be 283,800.00

Flexible Compensation Plan (FCP):

You shall be eligible for a payment equivalent to 130% of your basic salary under the Flexible Compensation Plan. Detailed policies/ procedures/ rules and regulations governing the monthly/ annual allowances, reimbursements, benefits and perquisites will be given to you on your joining the company. The reimbursements are required to be supported by vouchers.

Incentive Plan - GPS:

As of your start date, you are eligible to participate in the Global Profit Sharing Plan (the Plan), subject to the terms of the Plan. The Plan is designed to reward employees, in grades 6 -10 who are not in any other bonus plan, when the Company exceeds its annual financial goal for Non-Pension Operating Income (NPOI). The annual payout from the Plan will be determined by the CEO following the completion of the calendar year.

The Company's Incentive Plans are designed to address the conditions of an ever-changing marketplace, and the Company cannot make definitive representations concerning the continuation of format or the size of individual awards under the plans. The Company reserves the right to modify or cancel, to the extent permissible under local laws and regulations, each such plan and its terms at any time, at the Company's sole discretion.

Plan eligibility requirements and guidelines are available for review on the Company's Intranet website following your start date.

Background Check:

Your appointment will be subject to a satisfactory background check by the Company on its own or through an outside agency.

Annual Leave:

You shall be eligible for annual leave as per the Company policy.

Probation Period:

You will be on probation for a period of 6months commencing from the date of joining.

You will need to be confirmed in the services of the Company immediately upon the expiry of these six months by your manager, unless

otherwise your period of probation is expressly extended by such period as may be decided by the Company if your performance during the probation period is not found satisfactory.

During the initial or extended period of probation, the company may dispense with your services or the employee may resign at any time without assigning any reason, but giving 15 (fifteen) days notice or payment (based on Basic salary) in lieu thereof.

Notice and Termination:

You are at liberty to terminate your services by giving 2 month's notice in writing. The Company shall be at liberty to terminate your service by giving two month's previous notice in writing or by paying an amount equal to two month's basic salary in lieu thereof.

On termination of employment and/ or your resignation during the period of your probation or thereafter, you will immediately give up to the Company all tools, accessories, formulae, documents, specifications, laptop / computer including all the company data and emails, books, etc of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

Training:

You hereby agree that due to technological nature of work there may be a genuine need to send you abroad for training. In such circumstances you undertake to work for the Company for a minimum period of time and sign the appropriate legal agreement with the Company as may be required.

Security Awareness:

It is crucial that NCR operates with the highest level of security to maintain its reputation in the marketplace and reduce any potential risk to the Company. As part of your orientation to the Company, all employees, including senior management, are required to complete NCR Security Awareness training. The training must be completed within 30 days of your start date. Directions for accessing the training will be provided via email after your start date.

The 30-minute web-based training course educates employees on the importance of information security and how to protect NCR data. Upon completion of this course, you will be able to identify NCR's security policy and standards, understand data classification and handling, identify security practices for electronic communications, and define social engineering. As part of NCR's ongoing commitment to securing the data of our company, customers and employees, you will be required to participate in Security Awareness training annually.

Your completion of NCR Security Awareness training demonstrates your personal commitment to information security and protecting the NCR brand.

Code of Conduct:

At NCR, we expect that every employee will exemplify our Shared Values and our Code of Conduct every day, in all that they do for NCR. NCR reinforces its commitment to living its Code of Conduct by requiring all NCR employees, including senior management, to complete an annual training and certification course on the Code of Conduct. While we recognize there are local laws and regulations that must also be followed, it is important that all employees understand and adhere to our global standard of business conduct.

As part of your new NCR employee orientation, you must to complete NCR's Code of Conduct training and certification course within 30 days of your start date. Employees with computer access will complete a 30-minute web-based training and certification module. Directions for accessing the training will be provided via email after your start date. Employees who do not have computer access will attend an in-person training session that reviews the code. At the completion of that session, each employee must complete a Code of Conduct training and certification form. Your completion of the Company's Code of Conduct training and certification course demonstrates your personal commitment to conducting business legally and ethically.

This offer of employment is contingent upon your agreement to the conditions of employment outlined in the offer letter, in Appendix A and in the Inventions Assignment and Confidentiality Agreement, including passing a background check.

You should note that this offer will be withdrawn if your acceptance has not been confirmed within seven (7) days of the date of this letter, unless specific alternative arrangements have been agreed.

Gandla, I am excited about the contributions, experience and knowledge you bring to NCR. We have assembled some of the best and brightest professionals in the industry, and we look forward to having you as part of the team.

If you have any questions regarding the details of this offer, please contact Mr Vishnu Gajapathi Raju at +91 (40) 67993850. Vishnu will make the necessary arrangements to ensure any additional questions you may have are addressed, so you are able to make an informed decision.

Sincerely,



Emma Holliday

Global Talent Acquisition Director

Regd. Office: Niton Building, 3rd Floor, #11, Palace Bangalore - 560 052, India - Tel. + 91 - 80 - 3078 6900 Fax: +91 - 80 - 2225 7050

Accepting this Offer of Employment:

By accepting and signing NCR's offer of employment you certify to NCR that you are not subject to a non-competition agreement with any company or to any other post-employment restrictive covenants that would preclude or restrict you from performing the NCR position being offered in this letter. We also advise you of NCR's strong policy of respecting the intellectual property rights of other companies. You should not bring with you to your NCR position any documents or materials designated as confidential, proprietary or trade secret by another company, nor in any other way disclose trade secret information while employed by NCR.

You further acknowledge that this employment letter, Appendix A and the Non-Competition Agreement and Related Covenants documents reflect the general description of the terms and conditions of your employment with NCR, and is not a contract of employment for any definite duration of time. The employment relationship with NCR is by mutual consent ("Employment at Will"). This means either you or NCR have the right to discontinue the employment relationship with or without cause at any time and for any reason.

I have read the foregoing information relative to NCR's conditions of employment and understand that my employment offer is conditioned upon their satisfaction.



APPOINTMENT LETTER

To,

Date: 05/08/2018

Mr. Prashanth Muddamalla,

H. No: 4-34-151,

Venkateshwara Nagar,

Jagathgiri Gutta, Hyderabad,

Telangana- 500 037

Dear Mr. Prashanth Muddamalla,

With reference to the discussions you had with us recently, we are pleased to appoint you as **“Junior Engineer- Component Engineering”** in **M/s. iLenSys Technologies Pvt Ltd** effective from **12th August 2019**. We are happy to have you join our team and look forward to a long and mutually beneficial association with you.

Your targeted annual gross compensation is **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** and will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are as below. Salary payable on monthly basis.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.



ANNEXURE - I			
COMPENSATION DETAILS (All figures in INR. per Month & Annum)			
A	FIXED COMPONENTS	Monthly Components	Annual Components
	BASIC	6250	75000
	HRA	3125	37500
	SPL. ALLOWANCES	9511	114129
	LTA (Leave Travel Allowances)	0	0
	GROSS SALARY	18886	226629
B	STATUTORY BENEFITS		
	PROVIDENT FUND - EMPLOYER CONTRIBUTION (12% of Basic Salary)	750	9000
	ESI- EMPLOYER CONTRIBUTION (4.75% of Gross Salary, if it is less than or equal to Rs.2,52,000/- per annum)	897	10765
	GRATUITY (15days of Basic Salary on completion of 5 years)	0	3606
C	INCENTIVES /VARIABLE COMPONENTS		
	PLI (Performance Linked Incentive) (paid annually)**	0	0
	ANNUAL BONUS	0	0
	COST TO COMPANY (CTC) (A+B+C)	20533	250000
D	ADDITIONAL BENEFITS		
	GROUP TERM INSURANCE PREMIUM	0	0
	GROUP HEALTH INSURANCE PREMIUM	0	0
	TOTAL COST TO COMPANY (TCTC) (A+B+C+D)	20533	250000



OTHER BENEFITS				
SCHEME	ELIGIBLE AMOUNT IN INR.	INTEREST	MONTHLY INSTALMENTS	MARGIN MONEY(To be borne by an employee)
SALARY ADVANCE	2 Months Gross Pay of an employee	NIL	5 (Five instalments only)	NIL
<p>All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any Salary Advance / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant salary advance / loan allowance policy at that time.</p>				
<p>The operation of the Salary Advance and PLI are subject to change as per Company Policy. You shall be duly notified in the event of any such change"</p>				
<p>The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.</p>				



In the event you choose to join the employer, please bring the following documents with you on the start date.

1. PAN number and copy of PAN
2. Form-16 from current employer if applicable
3. Passport number and passport copy
4. Copy of educational certificates, need originals for verification on joining date
5. Service certificates from previous employer(s), if applicable
6. Relieving letter, last drawn 3 Months pay slip and form 16 from last employer, if applicable
7. Three color passport photographs (self), with white Background
8. Address proof (e.g. telephone bill)
9. Aadhar Card copy

This offer letter supersedes all other previous or contemporaneous verbal or written representations, understandings or agreements relating to the subject matter of this offer between you and the employer or its affiliates.

We request you to confirm to us your acceptance of this offer including Appendix A, by returning a copy of this letter duly signed by you to amalamudiraj.ponnaboina@ilensys.com

Date of joining is **12thAugust 2019**.

Please do not hesitate to contact me if you have any further questions.

Sincerely,

Sarita Badoni
Manager - HR

Accepted:

Prashanth Muddamalla

Date: _____



Appendix A

Terms and Conditions

1. M/s. iLenSys Technologies Pvt Ltd Associates are expected to complete series of trainings. After the successful completion of the training you will be certified by iLenSys Technologies Pvt Ltd
2. A background check may be conducted by us to screen you for possible criminal Records, substance abuse and to ascertain other facts mentioned by you. In case of discrepancy, the company reserves the right to cancel this appointment letter.
3. You will be initially on probation for a period of six months. Based on your performance and successful completion of probation you will be automatically confirmed for the remaining period.
4. Notice period: During probation, your services can be terminated within three months' notice of salary in lieu thereof on either side. On confirmation as a regular employee, you will be required to give three months' notice or salary thereof in case you decide to leave our services subject to the company's discretion. In the event of you have any incomplete assignment, the company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the company can terminate your services by giving two months' notice or salary in lieu thereof. Based on disciplinary, behavioral, integrity Issues Company may terminate your services at any time.
5. During the association period, iLenSys deserves rights to terminate your Employment, if there is a breach of compliance. In normal circumstances, there will be a four weeks advance notice.
6. Validity of the offer: 3 working days after date of issue.

Accepted:

Date:

Prashanth Muddamalla



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

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mailid: sindhugundu1997@gmail.com

Branch: ECE-1

Roll NO: 160115-735-022

Mob NO: 9942102873

Date: December 11, 2018

Ref No: HR/Campus/LO201930223/1

Sindhu Gundu
Chaitanya Bharathi Institute of Technology

Letter of Intent ("LOI")

Dear Sindhu Gundu,

With reference to your interview conducted by us at Chaitanya Bharathi Institute of Technology, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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

Upon joining Caggemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@caggemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Caggemini



Puneet Kumra
Head - Fresher Hiring



Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 15-10-2018

Name: Sivani Srea Bandrupalli

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Sivani Srea Bandrupalli,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Embedded System Design Engineering (Embedded Software Development/System Engineering)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in **Embedded System Design Engineering (Embedded Software Development/System Engineering)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place: Hyderabad
 Date: 20/10/2018

Name: Sivani Srea B
 Signature: Sivani

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 2,50,000 (Rupees Two Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 2,80,000 (Rupees Two Lakhs Eighty Thousand) per annum to 3,40,000 (Rupees Three Lakhs Forty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as **Engineer** on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place: Hyderabad
Date: ~~20/10/2018~~ 20/10/2018

Name: Sivani Sreea B
Signature: 



You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, **3 Weeks** prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.


With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Sivani Srea Bandarupalli

Signature: 

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in **Jan/May 2019*** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.

*Please place a tick mark on whichever choice you would like to proceed with.



Place: Hyderabad
Date: ~~20/10/2018~~ 20/10/2018

Name: Sivani Srea · B
Signature: 



**EVERYDAY
MADE
EASIER™**

4/4 ECE-1

160115735024

2018-19

NCR Corporation India Pvt. Ltd.
Raheja Mindspace IT Park,
Building 12C, 8th Floor,
Survey No. 64, APJIC Software Layout,
HITEC City, Madhapur, Hyderabad,
Telangana 500081
Tel.: +91 - 40 - 6799 3388

PERSONAL AND CONFIDENTIAL

11-Dec-2018

Soumya Sajja
302, Fort House, Castle Hills, Vijaya Nagar Colony
Hyderabad, 500057

317

Dear Soumya,

Welcome to NCR, a global technology company that runs the everyday transactions that make our life easier.

With a presence in 180 countries, our people offer a broad perspective and range of skills that enable our customers to making every customer interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On behalf of my team, we look forward to you joining us.

Employer (Legal Entity):

NCR Corporation India PVT. LTD. (the 'Company')

Position:

SW Engineer

Job Grade:

This position is a Grade 09

Reporting To:

Srinivas Maddipatla, Business Operations Supv

Business Unit:

CTO

Location:

HYDERABAD - OFFICE

Changes in NCR's real estate may result in the reassignment of this position to another NCR office, shared space at a customer site, or a virtual assignment where you work primarily from your home. Should this occur, existing NCR policies will describe the conditions associated with such a reassignment.

Start Date:

Your employment shall commence on 08-Jul-2019

Base Salary:

Your annual base salary will be 283,800.00

Flexible Compensation Plan (FCP):

You shall be eligible for a payment equivalent to 130% of your basic salary under the Flexible Compensation Plan. Detailed policies/ procedures/ rules and regulations governing the monthly/ annual allowances, reimbursements, benefits and perquisites will be given to you on your joining the company. The reimbursements are required to be supported by vouchers.

Incentive Plan - GPS:

As of your start date, you are eligible to participate in the Global Profit Sharing Plan (the Plan), subject to the terms of the Plan. The Plan is designed to reward employees, in grades 6 -10 who are not in any other bonus plan, when the Company exceeds its annual financial goal for Non-Pension Operating Income (NPOI). The annual payout from the Plan will be determined by the CEO following the completion of the calendar year.

The Company's Incentive Plans are designed to address the conditions of an ever-changing marketplace, and the Company cannot make definitive representations concerning the continuation of format or the size of individual awards under the plans. The Company reserves the right to modify or cancel, to the extent permissible under local laws and regulations, each such plan and its terms at any time, at the Company's sole discretion.

Plan eligibility requirements and guidelines are available for review on the Company's Intranet website following your start date.

Background Check:

Your appointment will be subject to a satisfactory background check by the Company on its own or through an outside agency.

Annual Leave:

You shall be eligible for annual leave as per the Company policy.

Probation Period:

You will be on probation for a period of 6months commencing from the date of joining.

You will need to be confirmed in the services of the Company immediately upon the expiry of these six months by your manager, unless



320

Accept
2018-20
160115735027
2018-19

Offer: Computer Consultancy
Ref: TCSL/CT20182563355/Hyderabad
Date: 25/09/2018

Ms. Supraja Palaju
H.No. 1-244/6Vidyanagar Colony,
Near Taluka Club,
Mahabubnagar-509301,
Telangana.
Tel# 91-9949170035

Dear Supraja Palaju,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182563355

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanpark, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91-43-6697 2000 Fax: 91-49-6697 2222 Website: www.tcs.com
Registered Office: Narayana Building, 9th Floor, Madhavaram Park, Madhavaram-600 071
TCS Client Services Center: 1000201, 211 | E-mail: careers@tcs.com

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

14-Feb-2019

Usharani Pathlavath
ramnunthala,amangal,rangareddy
9640813380

322

322

ECE

Dear Usharani,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

160115735029

ECE-1

2018-19

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

Private & Confidential

M. Varalakshmi,
ECE - Dept
160115735030
Mob. no - 9815748212

30 April 2019

Varalakshmi Mirdoddi
H.No.3-139/6, Narsimha Reddy Nagar, Maruthi nagar, Malkajgiri,
Hyderabad
Telangana
500047
India

323

2018-19

Dear Varalakshmi,

Congratulations, subsequent to the interview process we are pleased that you are considering joining **BA Continuum India Pvt Ltd** ("the Company") in **Hyderabad Office**. This letter confirms the terms of our offer with respect to your planned engagement/appointment. You will be designated as Apprentice for one year ("Apprentice Training Period"). Your Annual Compensation (CTC including stipend) will be Rs. **425000** - (Rupees **Four Lakh Twenty Five Thousand Only**).

Other Terms & Conditions

Your anticipated start date will be **31 July 2019**. In case you do not join **BA Continuum India Pvt. Ltd** by **31 July 2019** the offer of engagement/appointment will stand cancelled and withdrawn. Your engagement/appointment stands effective from the date you report at the premises of **BA Continuum India Pvt. Ltd**. During the **Apprentice Training Period** you will be based in **Gurugram**, however, during this period you may be sent to other locations within the Company, for training purpose, at the discretion of the Company.

You will be or may become eligible for other benefit plans as adopted by the Company from time to time. The terms of such benefit plans shall be as determined and/or amended from time to time by the Company and shall be governed by the terms of the applicable plans or award agreement provided to you at the time of issuance.

The Company reserves the right to change or modify the manner, composition or mode of delivering compensation at its full discretion. Your continuation of engagement/appointment shall be contingent upon you producing your Degree/Graduation Certificate either within 45 days of joining or no later than 30th September 2019. On failure to comply with the said requirement, you hereby agree and acknowledge that the Company shall have the right to terminate the agreement and your engagement with immediate effect or as deemed fit by the Company.

During the **Apprentice Training Period**, terms and conditions of the **Apprentices Contract** dated **31 July 2019** duly agreed and signed by you will be applicable. Post successful completion of the **Apprentice Training Period**, you will be absorbed as **Sr Tech Associate** in **Band H7**. Thereafter either party is entitled to terminate the contract by giving 60 days' notice. Whereas the Company reserves the right to request service of notice or pay salary in lieu of, your notice period waiver or payment in lieu will be at the sole discretion of the Company, but in no event will be less than the

minimum period required by applicable law.

The condition of this offer are:

1. Your background check, including credit, and employment reference is satisfactory to the Company and the Company is able to verify, to its satisfaction, the personal and sensitive information (including but not limited to biometric data, such as fingerprints) you have provided or would be required to provide during the course of your application in your resume, Candidate Information Sheet that you will be signing at the time of execution of this offer letter ("CIS Form") and such other information as may be requested by the Company. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be confidential and solely for the Company's use, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company;
2. Where required, you are able to provide evidence of your right to work and remain in India, in accordance with legal requirements, or being issued with the relevant work visa, work permits, residence cards, licence registrations or memberships;
3. Where required, you provide original documentary evidence of your previous employment, academic and professional qualifications as part of the background screening process;
4. You make full and frank written disclosure of all directorships and other positions of office that you currently hold;
5. You commence employment with Company on a date acceptable to Company and further that you are not subject to any restrictions arising from your current (or any previous) employment which may adversely impact on your activities for the Company;
6. You meet any further requirements as stated in this offer letter; and
7. You warrant and represent to the Company that all information, statements and documents made or provided to the Company for the purposes of any job application or any part of the recruitment process, including an application form or resume, are not misleading, false, incomplete or inaccurate for any reason, whether by way of any omission or otherwise.

Objections to the collection, use, storage, transfer or other processing of personal and sensitive information or withdrawal of consent may affect your employment with the Company as sharing of such information with the regulatory authorities both in India and other jurisdictions of operations can be an essential prerequisite of your job requirement.

We reserve the right to withdraw this offer as appropriate if any of the above conditions are not met, or if we accept to rescind any agreement by reason of you failing to meet a condition precedent of employment, or to terminate your employment at our option.

By accepting this offer you acknowledge that you have been directed by the Company to comply with any continuing lawful and enforceable obligations that you may have to any former employer. You should make your line manager and HR representative aware of these obligations at the time of accepting this offer. This will include any post-termination restrictions on your activities in relation to clients or employees of any former employer and any confidentiality obligations regarding trade secrets or other proprietary information belonging to your previous employer(s). Additionally, you should provide to the Company any correspondence from your former employer.

ANNEXURE 1

Sindhu Gundu

Analyst and A4

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

For & On Behalf of Capgemini



Puneet Kumra
Head - Fresher Hiring

Signature: G. Sindhu

Candidate Name: **Sindhu Gundu**

Date: _____



Nln Reddy <nlnreddypo@gmail.com>

Handwritten circled number 140 and a signature.

Campus Drive - Results

Balaji Varre <balaji.varre@nalsoft.net>
To: "nlnreddypo@gmail.com" <nlnreddypo@gmail.com>
Cc: Janakiram <janakiram.d@nalsoft.net>

Wed, Oct 10, 2018 at 2:44 F

Dear Prof. NLN Reddy

Thank you for your assistance in conducting a smooth drive at your campus on 8th October of 2018.

We are pleased to inform that the following candidates are selected from your college in the campus drive.

- 1. GODAVARTHI ANVITH
Number -160115738018 with CTC 4.0 LPA *Production* (Roll
- 2. BANDLAMUDI VENNELA
Number -160115735031 with CTC 3.5 LPA *ECE* (Roll
- 3. VIJAY TIRUMALASETTY
Number -160115802050 with CTC 3.5 LPA *chemical* (Roll

The offer letters would be released shortly.

Regards, Balaji

Dr. N L N REDDY

Director-CDC
CBIT, Gandipet, Hyd.
Cell: 9849466587
E-mail: placements@cbit.ac.in

Forwarded to Prof

All HOD'S

All Asst VCs

246

Sent by

Olga



Aashrith Sai <aashrith@gmail.com>

Deloitte - Letter of Intent

2 messages

USI Consulting Campus (US) <usiconsultingcampus@deloitte.com>

Thu, Feb 28, 2019 at 6:27 PM

Deloitte in India | February 2019

325

160115735032

ECE-1
(4/4)

2018-19



Congratulations! You've been hired.

Read the Letter of Intent

Dear Candidate,

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), we are pleased to confirm our letter of Intent to hire you as a **Business Technology Analyst**.

As a formal response to this Letter of Intent, please click here and share your acceptance (accept/decline) of the offer within **two business days** of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow post your acceptance of this Letter of Intent.

The Company has decided to provide some training courses to you, which will tentatively start from 8-March-2019 to 30-May-2019. This training is subject to the non-disclosure agreement that is the first part of the Letter of Intent, you are expected to read the terms and conditions thoroughly before accepting the same.

We extend this Letter of Intent, and the opportunity it represents, with great confidence in your abilities. You have

made a very favorable impression on everyone you met and we are excited at the prospect of you joining our organization.

Please do write to us in case you may have any queries.

Regards,
US India Campus Recruitment team

As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.

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v.E.1

Fri, Mar 1, 2019 at 9:04 AM

Aashrith Sai <aashrith@gmail.com>
To: LAXMAN PRASAD T <laxman29@gmail.com>

[Quoted text hidden]

4 attachments

image001.png
8K



image002.png
106K

image001.png
9K



image002.png
106K

1601-15-735-035



ZF India Technology Center ECE-1

To ANIL KUMAR

Dept. Human Resources
From Devanand Chavan
Phone +91 73375 39396
E-mail devanand.chavan@zf.com

Date 1/2/19

2018-19

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Sub: Letter of Intent

Dear ANIL KUMAR,

We are pleased to inform you that you have been selected for the position of "Engineer" to be based at ZF India Technology Center, ZF India Pvt. Ltd, Hyderabad.

We would like to make you an offer of CTC INR 4, 25,000 (Rupees Four Lakhs Twenty Five Thousand per annum). Your joining date would be on or before 22 July 2019. You will be eligible to participate in the regular yearly merit in 2020 (for the performance period of Jan-Dec 2019). Please find attached the detailed distribution of the offer.

Kindly send us a signed scanned copy of your acceptance letter by 1/2/19

If you have, any queries feel free to revert via email or call us.

Wish you all the best!

Sincerely
For ZF India Private Limited

Raghav Guler
Raghav Guler
Managing Director

Devanand Chavan
Devanand Chavan
Senior Manager TA

In agreement:

P. Anil Kumar Anil Kumar
Name: P. Anil Kumar

Date: 1/2/19

Place: Hyderabad

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

10-Apr-2019

Allam Arun Kumar
Errabelli,veleru mandal,warangal
7286082054

329

ALLAM ARUN KUMAR
ECE-1, CBIT
allam.arun.kumar329@gmail.com

Dear Allam,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

160115735037
ECE-1
2018-19

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature Allam Arun Kumar



HRD/3T/19-20/12669467

2018-19

Mr. Hareesh Gunda
Candidate ID: 12669467
Nd: 2734,
Nagarjuna Colony
Mancherial - 504302
Telangana
India
Ph: (91) 91820 37883

331

September 5, 2019

Dear Hareesh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:41 +05:30
Reason: Offer Letter
Location: Bangalore

D. Harun Sai Reddy

ECE

1601-15-735-040

Infosys
Navigate your next



HRD/3T/19-20/12669472

332

2018-19

Mr. Harun Sai Reddy Devireddy
Candidate ID: 12669472
F.No G-2, Prasanthi Nilayam Apts,
Opp. Bjp Office, Kukatpally
Hyderabad - 500072
Telangana
India
Ph: (91) 82972 99298

July 08, 2019

Dear Harun Sai,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.08 18:41:23 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669472

July 08, 2019

Mr. Harun Sai Reddy Devireddy
Candidate ID: 12669472
F.No G-2,Prasanthi Nilayam Apts,
Opp.Bjp Office,Kukatpally
Hyderabad - 500072
Telangana
India
Ph: (91) 82972 99298

Dear Harun Sai,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name

Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Harun Sai Reddy Devireddy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Harun Sai Reddy Devireddy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
	TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

03-May-2019

334

2018-19

Mesa Kamal vamsi

H.no:6-6, chinthal pet, gadwal, jogulamba District, Telangana, 509125

8897095583

Dear Mesa,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law ⁱⁱ	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

• **Additional Bonus-** Of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

• If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

T Kaushal Prudhviraj

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ZF confidential

ZF India Technology Center

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To KAUSHAL PRUDHVI RAJ T

Dept: Human Resources
From: Devchand Chavan
Phone: +91 73175 29396
E-mail: devchand.chavan@zf.com

Date: 1/2/19

Sub: Letter of Intent

Dear KAUSHAL PRUDHVI RAJ T

We are pleased to inform you that you have been selected for the position of "Engineer" to be based at ZF India Technology Center, ZF India Pvt. Ltd, Hyderabad.

We would like to make you an offer of CTC INR 4, 25,000 (Rupees Four Lakhs Twenty Five Thousand per annum). Your joining date would be on or before 22 July 2019. You will be eligible to participate in the regular yearly merit in 2020 (for the performance period of Jan-Dec 2019). Please find attached the detailed distribution of the offer.

Kindly send us a signed scanned copy of your acceptance letter by 1/2/19

If you have any queries feel free to revert via email or call us.

With you all the best!

Sincerely
For ZF India Private Limited

Raghav Guler
Raghav Guler
Managing Director

Devchand
Devchand Chavan
Senior Manager-IA

In agreement:

T. Kaushal

Name: T. KAUSHAL

Date: 01-09-2019

Place: Hyderabad

Infosys®



Mallikarjunareddy Bobbala

1072153

Infosys[®]

Infosys Limited

Electronics City, Hosur Road, Bengaluru 560100
Phone No: +91 80 28520261

Employee Name

Mallikarjunareddy Bobbala

Employee Number

1072153

Emergency Contact Number

9542336899

2+203701-E 33201020781-1



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HRD/3T/19-20/12669168

Mr. Murali Venkateswara Gopi Krishna Ponnada
Candidate ID: 12669168
Flat.No:201, Krishna Nilayam Apartments,
Opp P.No:179, Uppar
Hyderabad - 500048
Telangana
India
Ph: (91) 70329 55264

September 6, 2019

Dear Murali

Venkateswara Gopi

Krishna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CN: L25110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:45:14 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669343

September 5, 2019

Mr. Naga Venkata Saikrishna Rayapureddy
Candidate ID: 12669343
Ed2-406, Aarambh Township,
Rajivswagruha, Papireddy Colony, Serilingampally
Hyderabad - 500019
Telangana
India
Ph: (91) 91771 44880

338

Dear Naga Venkata Saikrishna,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

HRD/3T/19-20/12669336

Mr. Parashu Ram Naik Nenavath
Candidate ID: 12669336
H-No:5-46/1,Badya Naik Thanda,
Gottimukkala
Devarakonda - 508248
Telangana
India
Ph: (91) 95055 32920

September 6, 2019

16015735-047
9505532920
BCE
Parashuram.naik66@gmail.com

339

2018-19

Dear Parashu Ram Naik,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



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

Date: January 5, 2019

Ref No: HR/Campus/LO201930233/1

Tadi Pavan Kumar
Chaitanya Bharathi Institute of Technology

Letter of Intent ("LOI")

Dear Tadi Pavan Kumar,

With reference to your interview conducted by us at Chaitanya Bharathi Institute of Technology, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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

Upon joining Capgemini,



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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring



ANNEXURE 1

Tadi Pavan Kumar

Analyst and A4

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

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

Signature: _____

Candidate Name: Tadi Pavan Kumar

Date: _____



Deloitte Consulting India Private Limited
Opposite to Meenakshi Tech park, 4th Floor,
Survey No 41, Gachibowli Village, Ranga
Reddy, Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

September 06, 2019

To Whom It May Concern

This is to certify that **Mr. Ambala Sachin (Employee ID - 00558110)** is employed with our organization since **August 12, 2019** and is currently designated as **XIN-DC BUSINESS TECHNOLOGY ANALYST**.

Below is the office location details:

Deloitte Towers, Meenakshi Techpark,
Survey No. 41, Gachibowli Village, Ranga Reddy District,
Hyderabad, Telangana - 500032 , India

We are not responsible for receiving employee's personal documents or communications via post or courier at our office address.

This certificate is issued to him only to serve as current proof of employment with us.

Sincerely,

For Deloitte Consulting India Private Limited

Date: 09.06.2019; 14:37:34 IST

Manager

Employee Life Cycle Events

Core Talent Services

ushydhrecc@deloitte.com

Disclaimer: Deloitte India (Offices of the US), Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns are not liable for any loss, claims, refunds, damages or liability of any kind, including but not limited to direct, indirect, incidental, punitive or consequential damages.

HI DEVULAPALLI SAI HARSHA

Welcome to Amazon! We are excited to have you onboard. In this email, you will find information about 'Day 1' at Amazon and the documents/information you need to bring along with you for a smooth Onboarding process. You will have a New Hire Orientation program on your date of joining to induct you on Amazon Culture, Business Teams, Leadership Principles, etc.

Your joining date, reporting time and venue for New Hire Orientation is given below:

- **Date of Joining: 11th November 2019**
- **Reporting Time: 8:00 am**
- **Amazon Office Address: Amazon Development Centre India Pvt Ltd, Jayabheri Orange Towers; Road No 2; Financial District; Nanakramguda; Hyderabad, Telangana 500032**
- **Reporting Building and Floor: HYD 11; 1st Floor**

It is mandatory for you to have the following documents/ information with you on the date of joining:

1. Pan Card no.
 2. Aadhaar card no.
 3. Bank Account Details
- 3a. If you want to transfer an existing Bank Account with HDFC, ICICI, Citibank, SBI, please get information on:

- Your Bank Account Number
- The Bank's IFSC Code

Please Note: If you want to open a new account, you will not require this information



ECB-1
160115735054

Ref: TCSL/DT20184570145/1150601/Hyderabad

Date: 25 July 2019

2018-A

MR. SAMPREETH SURUVU
15-114 Sbi Colony,
Dharmavaram, Dharmavaram,
Andhra Pradesh-515671.
Tel# 919133219950

345

Sub: Joining Letter

Dear Mr. Sampreeth Suruvu,

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

We are pleased to inform you that your joining date at TCSL will be **05th September 2019** and your training location is **Hyderabad**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

The program will have assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Your TCS Xperience Program location would be the same as your base branch and hence this program will be conducted as a non-residential program at the said location. You are advised to make your own arrangements for accommodation and transport. Travel expenses to the location of TCS Xperience Program will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development



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



HRD/3T/19-20/12669338

Mr. Sreeshanth Reddy Chenreddy
Candidate ID: 12669338
H.No 46-110/1,
K D R Nagar
Wanaparthy - 509103
Telangana
India
Ph: (91) 96666 04083

346

ECE-1

1504116

sashanth20@gmail.com

July 08, 2019

160115735057

ECE-1

2018-19

Dear Sreeshanth Reddy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CN: L65110KA19B1PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.08 18:41:16 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669338

July 08, 2019

Mr. Sreeshanth Reddy Chenreddy
Candidate ID: 12669338
H.No 46-110/1,
K D R Nagar
Wanaparthy - 509103
Telangana
India
Ph: (91) 96666 04083

Dear Sreeshanth Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance-linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Sreeshanth Reddy Chenreddy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Sreeshanth Reddy Chenreddy
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

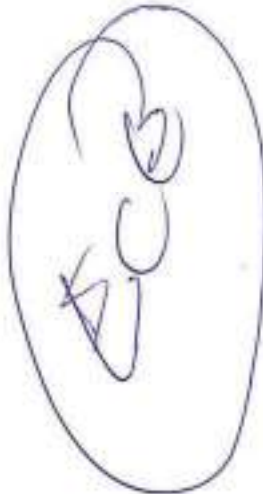
OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



347



July 30, 2019

HRD/3T/19-20/12669346

Mr. Tulasi Kishore Reddy Chavali
Candidate ID: 12669346
H.No 204,Sai Uma Residency,
Road No 5,Balaji Nagar ,Nizampet
Hyderabad - 500090
Telangana
India
Ph: (91) 94948 65609

16011573 5058
ECE-A
2018-19

Dear Tulasi Kishore Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **March 9, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



M. Uday

ECE-1

1601-15-735-059

umorampudi@gmail.com

9515750062

348

2018-19

Ref: TCSL/CT20182536691/1150789/Hyderabad

Date: 14 June 2019

MR. UDAY MORAMPUDI

H.No:3-32 Main Road,
Thumboor, Sathupally,
Telangana-507303.
Tel# 919515750062

Sub: Joining Letter

Dear Mr. Uday Morampudi,

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

We are pleased to inform you that your joining date at TCSL will be **29th July 2019** and your TCS Xperience program location is **Bangalore**. Considering your preference and the business requirements of TCSL, your work location is **Bangalore** and your stream is **IT**.

Kindly report at the address given by **08:30 AM** on the mentioned date.

Tata Consultancy Services

Gate 1 No 42,

Think campus Electronic City phase II, Karnataka,

Bangalore, Karnataka-560100.

(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez

Phone: 9108067242000

Email Id: paul.f@tcs.com

(Contact Hours: Monday - Friday, 9 AM to 6 PM)

We appreciate your passion towards learning which has helped you to perform well & clear the TCSL selection process. Further to accepting this Joining letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. If you have already enrolled for the TCS Xplore program you are required to complete the program by taking the proctored assessment.

Please note that your joining is subject to successful completion of your TCS Xplore program including the final proctored assessment. We encourage you to complete your pre-learning well before your expected date of joining **29th July 2019** to avoid delays in onboarding.

**BE YOURSELF,
MAKE A DIFFERENCE.**

03.07.2019

Vivek Kodepaka

349

ECE-1

~~2017-18~~

2018-19

Sub : Addendum to your offer letter and terms of employment

Dear Vivek,

The Company always looks towards efficiency in its operations and hence for business needs and operations there is change in the notice period as mentioned in your terms of employment. After the successful completion of your probation period, the notice period for termination of Services for any reasons, with or without cause, for you as well as that for the Company will be 90 days. Aside to the change in this notice period no other changes are being envisaged at this moment in the termination clause of your terms of employment with the Company.

All other terms and conditions of your employment remain unchanged. If you have any questions, please reach out to campus.queries@accenture.com on and before 23.07.2019. Please note that after the passage of the query period, the changes as mentioned herein above shall have been deemed to be accepted. We will also encourage you to provide an acknowledged copy of this letter within one week of its date in case you don't have any queries.

We wish you every success in the future and hope that your career with the Company continues to be rewarding.

This is an electronically generated document does not require signatures

ECE-1 ~~let~~
160115735060

8008962093

Kodepakavivek97@
gmail.com

Fwd: Infosys Lex platform for Campus Recruits

2 messages

ash <aishwarya21spacelover@gmail.com>
To: Aishwarya Kasim <kasimaishwarya@gmail.com>

Wed, Jun 19, 2019 at 8:12 PM

351

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

From: Varadharaj V <TA_Vardha@infosys.com>
Date: Fri, 2 Nov 2018 at 10:48 AM
Subject: Infosys Lex platform for Campus Recruits
To: kasimaishwarya@gmail.com <kasimaishwarya@gmail.com>, aishwarya21spacelover@gmail.com <aishwarya21spacelover@gmail.com>



160115735062
ECE-2

Dear Aishwarya Kasim ,

Congratulations and welcome to Infosys!

2018-19

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through Lex, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in Lex. Upon **Clearing the assessment**, you will be a **fast-**

ECE-2

1601-15-735-063

Deloitte.

352

**Deloitte Consulting India
Private Limited**
Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

06/24/2019

2018-19

Ms. Yelisetty Akanksha
D Block-107, Bhavya'S Tulasi Vanam Apartments
Navodaya Colony, Usha Mullapudi Lane, Kukatpally,
Hyderabad - 500072

Subject: Offer of Employment

Dear Yelisetty Akanksha:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000** - subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within one year of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Yelisetty Akanksha, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Anuradha Pandey
00040910676428

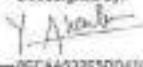
Authorized Signatory

Ms. Yelisetty Akanksha

Acceptance

I, **Yelisetty Akanksha**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

0FCAAS32E5D041C

Signature

06/24/2019

Date



140

140

Nln Reddy <nlnreddypo@gmail.com>

HCL Technologies: Invitation to be a Partner On-Campus for 2019 Fresher Hiring

Charles Diwakar A <charles_d@hcl.com>
To: "nlnreddypo@gmail.com" <nlnreddypo@gmail.com>
Cc: Campus Hiring <campushiring@hcl.com>, Vinodhini S <vinodhini.s@hcl.com>, Kanchan Khedkar <kkanchan@hcl.com>

Fri, Dec 14, 2018 at 7:30 AM

Dear Nln Reddy,

Thank you for hosting us on a Campus Recruitment drive at **Chaitanya Bharathi Institute of Technology** and providing us with an excellent hospitality and care.

We would once again like to congratulate all the below final selects and wish them all the best to cherish their career goal at HCL Technologies.

Sr.no	Registration ID	Candidate name
1	160115735324	ROKULAMAN VIJAYALAXMI
2		VAISHNAVI GOSHIKA
3	160115735327	AKULA SUDHIKSHANA
4	160115735064	LUKALAPU BHARGAVI
5	160115734004	BOLUGAM GHANATHA
6	160115734015	UPRE SOUJANYA

ECE-2 - Unplaced
 EEE-2 - Unplaced
 ECE-3 - Unplaced
 ECE-2 - Placed
 EEE-1 - Unplaced
 EEE-1 - Unplaced

Looking forward to building a long term and mutually beneficial association with your esteemed college.

Dr. Nln REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849458587

E-mail: placements@cbil.ac.in

Cheers,

Charles Diwakara

Campus Hiring Team - HR



"Let your light shine".

Forward to printer
 All tags by
 All done on
 Sat 14
 14/12/2018

From: Nln Reddy [mailto:nlnreddypo@gmail.com]
 Sent: Tuesday, November 6, 2018 11:23 AM
 To: Vinodhini S <vinodhini.s@hcl.com>

2/6



14

Nin Reddy <ninreddypo@gnr

Informal No objection statement.

Praveka Surapaneni <praveka@gmail.com>
To: ankithaias@gmail.com, Nin Reddy <ninreddypo@gmail.com>

Thu, Dec 20, 2018 at

Greetings,

We truly appreciate the collaboration of Google and CBIT and we look forward to maintain the same the years to come.

I have been notified that one of our student has been hired, and on that regards, I would like to state that our coll would not be having any objection with our student Praveka Surapaneni, (bearing the rollno. 160115735015) to v for Google after she graduates i.e. by May 2019.

However, it would take a day or to for the NOC to be submitted.

We would appreciate your patience.

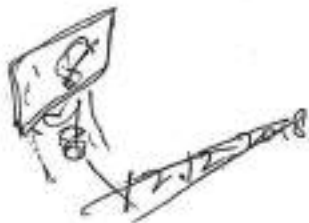
Thank You.

Dr. N L REDDY
Director-CDC
CBIT, Gandipet, Hyd.
Cell: 9849488587
E-mail: placements@cbit.ac.in

forwarded to Prof
HOD ECE
PCC ECE

Sent by

20/12/2018



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

14-Feb-2019

Strictly Private and Confidential

Bindu Devalla

HNo : 29-275 Bhagat Singh Nagar Old PS Nerredmet secunderabad
9908782335

Dear Bindu,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

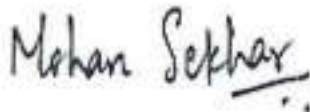
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

- **Additional Bonus-** Of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue, in case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all international Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



160115735066

ECE Branch .

ECE-2

2018-19

Offer: Computer Consultancy
Ref: TCSL/CT20182473969/Hyderabad
Date: 25/09/2018

Ms. Divya Sri Sarparapu
Plot No:1-42/Pe/123,Pragathi Enclave Colony,
Miyapur,
Hyderabad-500049,
Telangana.
Tel# 91-9493404943

355

Dear Divya Sri Sarparapu,

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 **ECM (Enterprise Content Management)** 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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182473969

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



HRD/3T/19-20/12669482

Ms. Tiramdas Geethika
Candidate ID: 12669482
H.No 7-2-1087/9/E, S S Residency,
Flat No.10¹, Tulasinagar, Sanathnagar
Hyderabad - 500018
Telangana
India
Ph: (91) 76740 60536

356

160115 735062
BF (ECE)

2018-19

September 5, 2019

Dear Tiramdas,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:46 +05:30
Reason: Offer Letter
Location: Bangalore

BE YOURSELF.
MAKE A DIFFERENCE.

accenture

Monika S.
7893357117

ECE-2.

160115735068
monikas4210@gmail.com

2018-19

Strictly Private and Confidential

21-Feb-2019

satla monika
flatno 103 sai silpa apartments nagaram keesara
7893357117

357

Dear satla,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 16.0 (Feb 2019)

1

Candidate's Signature

Monika S.

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

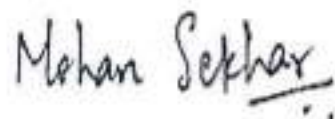
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

ECE-2
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Deloitte.

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**Deloitte Consulting India
Private Limited**
Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

06/21/2019

2018-19

Ms. Devaraju Rashmi Devi
11-7-197/N, A-12
Huda Colony, Kothapet,
Hyderabad - 500035

Subject: Offer of Employment

Dear Devaraju Rashmi Devi:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within one year of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential.

and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Devaraju Rashmi Devi, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

Designated by:
Anusudha Pandey
F033009C1A44C5


Authorized Signatory

Ms. Devaraju Rashmi Devi

Acceptance

I, **Devaraju Rashmi Devi**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

e3c9c2420544e3

Signature

06/21/2019

Date

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

14-Feb-2019

Roshini Bijjala

H.No: 4-94/1, Sree Rama Nagar, Thorrur, Mahabubabad.

9133643676

Roshini

ECE

160110735072

roshini.bijjala@gmail.com

9133643676

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2018-19

Dear Roshini,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

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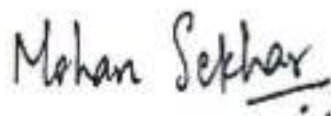
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In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

10-Apr-2019

361

Strictly Private and Confidential

Ruchitha Ambothu

Plot no:230, Road no:15, New Nandhi Hills Phase-1, Meerpet, Hyderabad
8501996288

gce

Dear Ruchitha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions.

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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2018-19

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version: 10 (15 Feb 2018)

Confidential Signature

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
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- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

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After accepting this Offer, we encourage you visit Countdown to the Company.
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We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I
COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus - of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

- **Additional Bonus-** of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy

1. Effective your date of joining, **Medical Insurance** for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

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

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

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

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like- EPFO etc and Accenture does not require this as a photo identity proof.



Letter Of Intent (LOI)

Ref No: SoCT/LOWET

Date: 16-10-2018

Name: Priyanka C.S

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Priyanka C.S,

Sub: Selection as Engineer Trainee - Regarding

ECE-2

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2018-19

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Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as Engineer Trainee in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in Jan/May 2019 and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within 3 days of receiving the LOI, provide a confirmation of your joining the Sponsored Training in Jan/May 2019 on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within 3 weeks, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed 3 Weeks prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required; you hereby agree to serve the Company for a minimum period of 3 years from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("Bond Period").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place: HYDERABAD
 Date: 18/10/18

Name: PRIYANKA C.S.
 Signature:

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) per annum to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as Engineer on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place: HYDERABAD
Date: 18/10/18

Name: PRIYANKA C.S.
Signature: 



You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within 3 Days to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, 3 Weeks prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Priyanka C.S

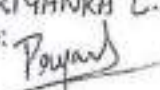
Signature: 

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in Jan/May 2019* after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.



*Please place a tick mark on whichever choice you would like to proceed with.

Place: HYDERABAD
Date: 18/10/18

Name: PRIYANKA C.S.
Signature: 

24/07/2018

Gmail - JPMorgan Chase & Co. - Code for Good Final Offers [CBIT]



Nin Reddy <nreddypo@gmail.com>

JPMorgan Chase & Co. - Code for Good Final Offers [CBIT]

5 messages

Shah, Yashika N <yashika.n.shah@jpmorgan.com>
 To: "nreddypo@gmail.com" <nreddypo@gmail.com>
 Cc: "Narang, Paramveer" <paramveer.narang@jpmorgan.com>, "Desai, Riddhi" <riddhi.desai@jpmchase.com>

Mon, Jul 23, 2018 at

Dear Sir,

We would like to thank you for the wonderful support provided by you throughout our journey of Code for Good event at Hyderabad location. We are pleased to share the final list of students offered through the event; along with the participation status of each student from your campus.

Congratulations to the offered students!! These students are Offered a full-time position with JPMorgan Chase & Co.; below are their joining details along with compensation package.

Tentative joining month	July 2019
Fixed Package	INR 9,00,000 per annum
One time Sign	INR 1,00,000 (will be credited in the second month of the joining)
Relocation Package (If applicable)	INR 1,00,000 (will be credited in the first month of the joining)

NIN REDDY
 Director-CDC
 CBIT, Gandipet, Hyd.
 Cell: 9849466567
 E-mail: placements@cbit.org

Offer made to students and joining will be valid subject to maintaining 7 CGPA and 0 backlog criteria throughout their academics.

Candidate Name	Email ID	College Name	CFG Status
VASIREDDY NIKITA	nikitavasireddy1998@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Vishnu Rohith Karanam	karanamrohith@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Harsh Rathi	jyolirathi331@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
NIKHIL JELLA	nikhilpatejella@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Sai Spandana Chede	spandana.chede26@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Sneha Reddy	snehareddycsr@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Rohith Reddy Bandaru	rohithreddy019@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Vineeth Rao Kanaparthi	vineeth0025@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Shravya Sheela	shravyasheela97@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Siddharth Panigrahi	siddharth7997@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered

Name	Email ID	College Name	Offered
sravya	csravya3333@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Kunda Rama Krishna	k.ramakrishna93@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Shaik Roshna	homecomingcbil2017@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Anrudh Kaluri	anrudhkaluri@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Ashvik Mylarapu	ashvikguptamylarapu@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Richa Kulkarni	richakulkarni.98@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
B L S S Sahithi Ramaraju	sahitibls@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Suraj B L S	surajbodapati97@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Krishna Sri Somepalli	krishnasri.somepalli@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered
Anjani Vaddepally	anjani.v.14@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	Offered

We wish all the best to below listed students who could not get through the offer process. We are sure they had a great learning experience during the event.

Candidate Name	Email ID	College Name	CFG Status
Adithi Reddy	adithikreddy@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Vivek Kumar Reddy Hanumareddygerl	h.vivekreddy000@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Manish Kumar Sachu	sadhumanishkumar@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Bhavitha Maile	bhavithamaile3@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
R S SAI JAGANNATH SARAGADAM	jagannathsr@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Harini Bharata	harinibharata@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
ABRAR HASHMI	hashmiabrar14@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Hemanth Loka	lokahemanthreddy@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Praneeth Kumar Sajulu	spraneethkumar97@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Nallala Sandeep Kumar	sandym1996@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Riteesh Reddy Tudi	riteeshreddy72@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
J Sai Sushma Madhavi	sjaysula@yahoo.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa
Nimay Reddy Pillapalem	pnimay@gmail.com	Chaitanya Bharathi Institute of Technology (CBIT)	CFG Participa

160115735076

ECE

HRD/3T/19-20/12669180

June 28, 2019

Ms. Shanthi Priya Dulapalli
Candidate ID: 12669180
3-7-89 Karkhana Trimulghery,
Secunderabad
Hyderabad - 500015
Telangana
India
Ph: (91) 95508 14754

364

2018-19

Dear Shanthi Priya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **August 19, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



HRD/3T/19-20/12669180

Ms. Shanthi Priya Dulapalli
Candidate ID: 12669180
3-7-89 Karkhana Trimulghery,
Secunderabad
Hyderabad - 500015
Telangana
India
Ph: (91) 95508 14754

June 28, 2019

Dear Shanthi Priya,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.06.28 13:41:52 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/19-20/12669044

Ms. Sreeranjani Didugu
Candidate ID: 12669044
6-3-852/2/B/5, New No.-391,
Aparajitha Colony, Ameerpet
Hyderabad - 500016
Telangana
India
Ph: (91) 70326 53244

July 09, 2019

Dear Sreeranjani,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 02:11:29 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669044

July 09, 2019

Ms. Sreeranjani Didugu
Candidate ID: 12669044
6-3-852/2/B/5, New No.-391,
Aparajitha Colony, Ameerpet
Hyderabad - 500016
Telangana
India
Ph: (91) 70326 53244

Dear Sreeranjani,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 06, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting (“work location”) would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sreeranjani Didugu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sreeranjani Didugu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Ms. Sri Haritha Deevi
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



160115735079
ECE

Fwd: Deloitte | Congratulations | Next steps

From: Makam Sri Manika (srimanika1998@gmail.com)

To: rammakam@yahoo.com; makammadhuri@yahoo.co.in

Date: Friday, June 21, 2019, 8:01 AM GMT+5:30

2018-19

367

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

From: **USI Consulting Campus (US)** <usiconsultingcampus@deloitte.com>

Date: Wed, 17 Oct 2018 at 3:43 PM

Subject: Deloitte | Congratulations | Next steps

To:

Deloitte India (Offices of the US) | October 17, 2018

Congratulations!

Welcome to Deloitte family!

We are pleased to offer you the role of **Business Technology Analyst** with Deloitte Consulting India Private Limited (the "Employer" or "Company").

You will begin to receive communications from us once you've submitted all the required details in the acceptance tracker sent to your placement office.

Here is a quick view on how you will progress until you join us next year

Dates for the stages above:

1. Letter of intent: *March-April 2019*
2. Training Dates: *May-June 2019*
3. Onboarding: *August 2019 onwards*

Meanwhile, below links will help you know more about the Deloitte offices, emerging technology trends and insights on the market around us.

[Deloitte India \(Offices of the US\)](#)

[Tech Trends](#)

[Deloitte Insights](#)

Follow our [official LinkedIn page](#) for industry updates, thought ware, and more.

[Write to us](#) if you have any queries.

Regards,

US India Campus Recruitment team

Disclaimer: I hereby grant my consent to Deloitte LLP, its affiliates, subsidiaries and licensees to use statements and information given on this form, together with any promotional materials and other publications, and for any other business purpose that Deloitte LLP deems proper, without any compensation to or further approval from me.

30 Rockefeller Plaza
New York, NY 10112-0015
United States

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v.E.1

ANNEXURE - I
COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

• **Additional Bonus-** Of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

• If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

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

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

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

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

CONTINUE

VVSL Sri Sowbhagya
ECE-2
1601-15-735-080

2018-19

DocuSign Envelope ID: D55AC27E-8321-46B9-AB5F-93E6F632F05E

Deloitte

368

**Deloitte Consulting India
Private Limited**

Deloitte Tower 1, Survey No.
Gachibowli Village, Rangia Rd
District,
Hyderabad - 500 032

Tel: +91 040 67521000
www.deloitte.com

06/24/2019

Ms. Sri Sowbhagya Venkata Sai Lakshmi Veera
Plot No:47, Flat No:202, Surya Homes, Behind Bommarillu Restaurant
Mathrusri Nagar, Miyapur,
Hyderabad - 500049

Subject: Offer of Employment

Dear Sri Sowbhagya Venkata Sai Lakshmi Veera:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very fine impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending on the business and individual performance each fiscal year and, in some situations, could exceed the pay you are offered. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of the joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind (such as reimbursement), which could be referred to as rewards, awards and gifts, which are generally accorded to employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**. As

Ride World Class with Tata Elxsi | Welcome to the Pre-connect Programme

2 messages

Campus Elxsi <campus_elxsi@tataelxsi.co.in>
 Reply-To: "campus@tataelxsi.co.in" <campus@tataelxsi.co.in>
 To: Campus Elxsi <campus_elxsi@tataelxsi.co.in>

Fri, Jun 7, 2019 at 2:19 PM

ECE-2
 160115735022
 2018-19

370

Dear Candidate

On behalf of Tata Elxsi, the Learning and Development team would like to welcome you to the pre-connect programme. This programme offers you access to training content on basic programming skills like OS concepts & Linux, C, C++ and Python programming languages.

The pre-connect portal hosts the course curriculum, content and links to eLearning courses. The course takes a maximum of **45 days** to complete.

Apart from digital training content we will periodically host **virtual training sessions** to guide you around navigating the course and answer technical questions. The details will be available under the Calendar Menu of the pre-connect portal,

The assessment at the end of the programme (July end, dates to be communicated in early July) will gauge your knowledge on the 4 areas mentioned above. If you gather greater than or equal to 7 points you unlock corporate goodies (backpack, mug) and **early joining dates**. Candidates who do not clear the first pre-connect assessment have no cause for concern as they can attempt two more assessments towards the end of August and September 2019 respectively. Those who are unable to clear in three attempts will receive their joining dates later in the year.

The first **100 campus selects to achieve 8 points** and above will be given preferences of their joining location and domain (**subject to availability**)

Assessment (exam) Point Structure			
Topic	65-75%	>75-85%	> 85-100%
OS	1	2	3
C	1	2	3
C++	1	2	3
Python	0.5	1	1.5

Topic	Self-Study Duration
OS Concepts + Linux	10 days
C Programming	20 days
C++	10 days
Python	5 days
Assessment (OS,C,C++,Python)	2 hours

Pre-connect Programme Outline



You will have to meet the below academic eligibility criteria before you join Tata Elxsi

- ✓ 80% or 8.0 CGPA and above in 10th Grade
- ✓ 80% or 8.0 CGPA and above in 12th Grade / Diploma of any discipline
- ✓ 75% or 7.5 CGPA and above in B.E/B.Tech (**PDC is mandatory at the time of joining Tata Elxsi**)
- ✓ You should have cleared all papers / subjects in your B.E / B.Tech course in a single attempt throughout the eight semesters (No backlogs).

In the next few hours you will receive the pre-connect portal link with registration details. In case you have any queries, please reach out to us at campus_elxsi@tataelxsi.co.in

Happy learning!

Regards,

Learning and Development Team

ITPB Road Whitefield, Bangalore 560 048

Email: campus_elxsi@tataelxsi.co.in

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swapna vemala <sunnyswapna1230@gmail.com>
To: "bhavishyameghana@gmail.com" <bhavishyameghana@gmail.com>

Fri, Jun 7, 2019 at 2:34 PM

[Quoted text hidden]

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Utkarsha Shagala
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the Incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the Incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the Incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.





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ECB,

1601-15-735-084

NCR Corporation India Pvt. Ltd.
Raheja Mindspace IT Park,
Building 12C, 8th Floor,
Survey No. 64, APIIC Software Layout,
HITEC City, Madhapur, Hyderabad,
Telangana 500081
Tel.: +91 - 40 - 6799 3388

PERSONAL AND CONFIDENTIAL

11-Dec-2018

Shravanthi Musti Venkata
1-11-94, Golnaka Alwal
Secunderabad, 500010

372

2018-19

Dear Shravanthi,

Welcome to NCR, a global technology company that runs the everyday transactions that make our life easier.

With a presence in 180 countries, our people offer a broad perspective and range of skills that enable our customers to making every customer interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On behalf of my team, we look forward to you joining us.

Employer (Legal Entity):

NCR Corporation India PVT. LTD. (the 'Company')

Position:

SW Engineer

Deloitte.

373

P. Vishnu Priya.
ECE-II (160115735085)

2018-19

Deloitte U.S. India entities

Declaration

I hereby certify all of the statements made and information provided during the Deloitte U.S.

India entities employment application and interview process (including your Curricula Vitae (CV) are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I recognize that in connection with employment with Deloitte U.S. India entities, I may be the subject of a background enquiry by Deloitte U.S. India entities or its representative, an outside agency, and I hereby authorize the same.

Signed: P. Vishnu Priya

Name in Block Capitals: P. VISHNU PRIYA

Date: 22/05/2019

Authorization

I understand that Deloitte U.S. India entities, may use an outside agency to verify and validate the information I have provided including my employment, my professional standing, work history and qualifications.

I understand that an outside background agency may obtain information it deems appropriate from various sources including, but not limited to, the following current and past employers, college records and professional and personal references.

I authorize, without reservation, any individual, corporation or other private or public entity to furnish Deloitte U.S. India entities, and the outside background agency all information about me.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that might arise from furnishing to Deloitte U.S. India entities, and the outside agency, information that they may request pursuant to this release.

This authorization and release, in original, faxed or photocopied form, shall be valid for this and any future reports and updates that may be requested.

Signed: P. Vishnu Priya

Name in Block Capitals: P. VISHNU PRIYA

Date: 22/05/19.

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BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

19

04-Mar-2019

Bhanu prakash Renikuntla

h.no. 8-1-962 . satish nagar . nalgonda

7794822267

374

Dear Bhanu prakash,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

160115735089

R: Bhanu prakash

ECE

bhanuprakash.renikuntla@gmail.com

Please refer to:

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

7794822267

2018-19

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 80% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature Bhanu prakash

BRANCH : ECE.

bhanuprakash.renikuntla@gmail.com.

HRD/3T/19-20/12669480

July 31, 2019

Mr. Cherithesh Reddy Ata
Candidate ID: 12669480
8-5-283/74, Madhavanagar,
Karmanghat
Hyderabad - 500079
Telangana
India
Ph: (91) 96762 05635

375

ECE

160115735090
ECE-2
2018-19

Dear Cherithesh Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 7, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



14

Date: 17-09-20

Dear Placement Officer,

(Name of College) **CBIT, HYDERABAD**

We are pleased to inform that the following students have been provisionally selected from your esteemed college during the campus drive.

Please note that these students should continue to maintain an overall percentage of 75% or CGPA of 7.5/10 without any backlog in any of the semesters in order for this offer to be valid. The work location will be intimated to them closer to their joining date.

Sl.No	Candidate Name	Gender	Qualification	Branch
1	DIUYA BANJA	F	B.E	ECE-3
2	MEGHANA MEKALA	F	B.E	ECE-3
3	DEMULA SWAPNA	F	B.E	ECE-2
4	GADE SAI KIRAN	M	B.E	EEE-2
5	KAIPALLI LIMBARDI	M	B.E	ECE-2
6	D. DEEPAK RAYA	M	B.E	ECE-2
7	DEEPA MANIKANTA	M	B.E	EEE-2
8	MANISH KUMAR. T	M	B.E	ECE-2
9	MASIZZAMA MOHD	M	B.E	ECE-3
10	DISHWA TEJA. T	M	B.E	ECE-3
11	SHIVA KRISHNA. A	M	B.E	ECE-3
12	AKHIL GABRANI	M	B.E	ECE-3
13	SAI CHARAN. B	M	B.E	ECE-3
14	AKHILA TAKKA.M	F	B.E	IT-2
15	THATI KADYA	F	B.E	CSE-2

For College:

Placement Officer Name: **DR. N L N REDDY**
Signature: **TRAINING & PLACEMENT OFFICER**
CBIT, GANDIPET, HYD.
Cell: 98494 65587.
E-mail: nlnreddypo@gmail.com

For Tata Elxsi Limited

Name: **KRISHNA SIMHARA**
Signature: **N.S. Krishna**

TATA ELXSI

Tata Elxsi Limited

Registered Office: ITPB Road, Whitefield, Bangalore 560 048, India

Tel: +91 80 2297 9123 Fax: +91 80 2841 1474 www.tataelxsi.com

(CIN-L85110KA1589PLC099681)

DR. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849465587

E-mail: placements@cbit.ac.in

Students Hired By ZF - July 2019 Joiners

richa.negi@zf.com <richa.negi@zf.com>
 To: nlnreddypo@gmail.com

Tue, Feb 26, 2019 at 6:58 PM

Hi Mr. Reddy,

As you know that we have hired 7 students from CBIT, who will join ZF in July this year.

We have already shared the offer letters with the candidates. But I am sharing here the formal communication mail, with the names of the students offered by ZF.

Here are the names:

S. No.	Employee Name	E-Mail ID
1	Durga Deekshitha Karamsetty	deekshisetty@gmail.com
2	Goutham Sadhubathula	goutham.sadubathula444@gmail.com
3	Raveena Ginjala	ginjalraveenareddy31@gmail.com
4	Yahdidya Narmala	yahdidya.narmala@gmail.com
5	Lokesh Krishna Bharedwaj Kota	lkb1998@gmail.com
6	Kaushal Prudhvi Raj T	kaushiprud@gmail.com
7	Anil Kumar Potharaju	anilkumar2597@gmail.com

We expect these students to join in July this year. I will share the list of documents that the students need to submit at the time of their joining.

I shall reach out to you soon for Aug 2020 joiners and other such associations.

Dr. N L N REDDY

Director-CDC
 CBIT, Gandipet, Hyd.
 Cell: 9949465637

Regards,

E-mail: nlnreddypo@gmail.com

192

*Forwarded to Prudhvi
 Head of ZF
 LCB 1/21*

160115735095
ECE-2



Tejas Kini <tejaskini08@gmail.com>

Deloitte | Congratulations | Next steps

3 messages

USI Consulting Campus (US) <usiconsultingcampus@deloitte.com>

17 October 2018 at 15:40

378

2018-19

Deloitte India (Offices of the US) | October 17, 2018



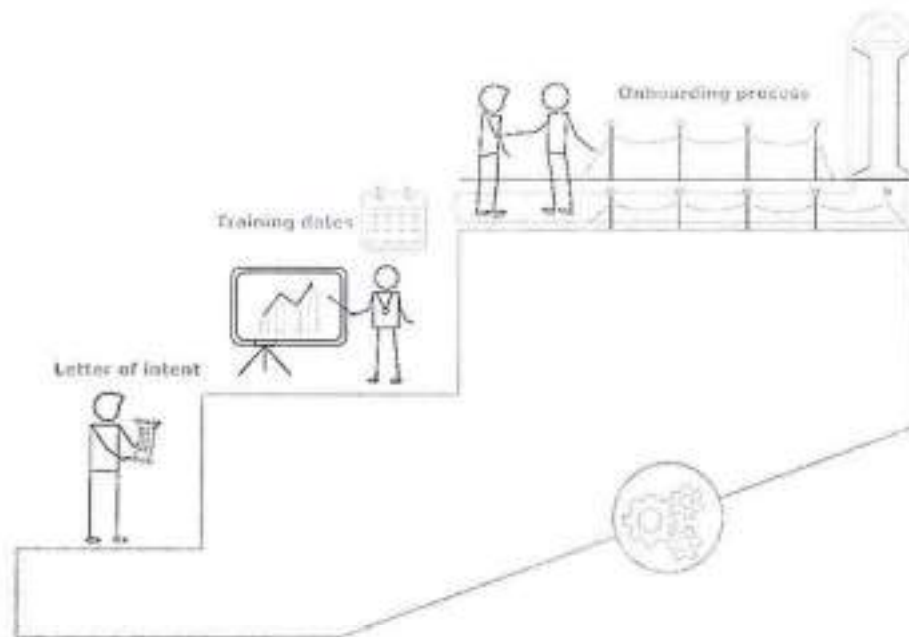
Congratulations!

Welcome to Deloitte family!

We are pleased to offer you the role of **Business Technology Analyst** with Deloitte Consulting India Private Limited (the "Employer" or "Company").

You will begin to receive communications from us once you've submitted all the required details in the acceptance tracker sent to your placement office.

Here is a quick view on how you will progress until you join us next year



Dates for the stages above:

1. Letter of intent: *March-April 2019*
2. Training Dates: *May-June 2019*
3. Onboarding: *August 2019 onwards*

Meanwhile, below links will help you know more about the Deloitte offices, emerging technology trends and insights on the market around us.

[Deloitte India \(Offices of the US\)](#)

[Tech Trends](#)

[Deloitte Insights](#)

Follow our official LinkedIn page for industry updates, thought ware, and more.

Write to us if you have any queries.

Regards,

US India Campus Recruitment team

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New York, NY 10112-0015
United States

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v.E.1

Tejas Kini <tejaskini08@gmail.com>
To: "USI Consulting Campus (US)" <usiconsultingcampus@deloitte.com>

17 October 2018 at 15:56

I accept the offer,
[Quoted text hidden]

10 attachments

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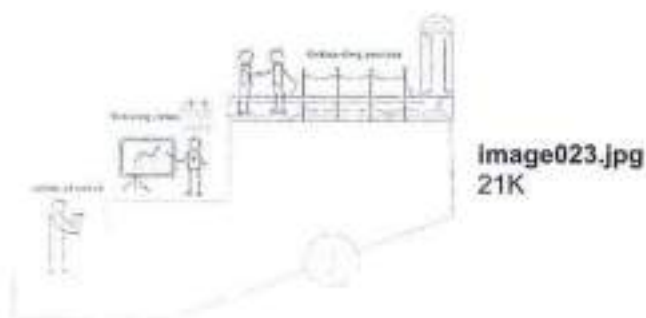


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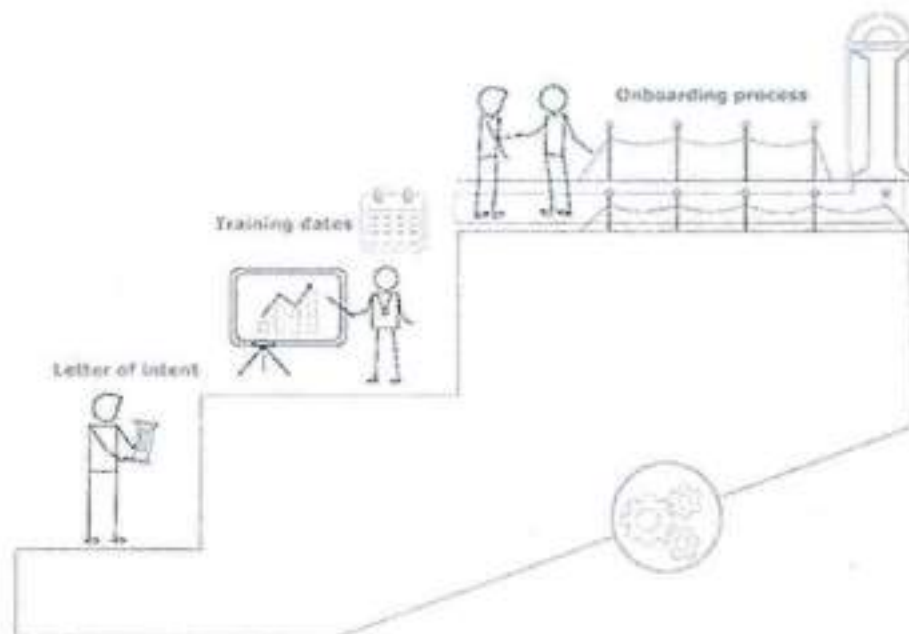
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[Tech Trends](#)

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Follow our official LinkedIn page for industry updates, thought ware, and more.

Regards,

US India Campus Recruitment team

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United States

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[Quoted text hidden]



160115735099

ECE

(2015-2019)

9704699478

mohankumar
methuku@gmail.com

Offer: Computer Consultancy
Ref: TCSL/CT20182536168/Hyderabad
Date: 25/09/2018

Mr. Mohan Kumar Methuku
Hno.9-4-203/1,
Sapthagiri Colony,
Karimnagar-505001,
Telangana.
Tel# -

381

18-19

Dear Mohan Kumar Methuku,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182536168

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 15-10-2018

Name: Naveen Kumar Bachu

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Naveen Kumar Bachu,

Sub: Selection as Engineer Trainee - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within 3 days of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within 3 weeks, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed 3 Weeks prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of 3 years from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("Bond Period").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place: Hyderabad
 Date: 18-10-2018

Name: Naveen Kumar Bachu
 Signature: B. Naveen Kumar

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) per annum to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as Engineer on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place: Hyderabad
Date: 18-10-2018

Name: Naveen Kumar Bachu
Signature: B. Naveen Kumar



You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within 3 Days to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, 3 Weeks prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Naveen Kumar Bachu

Signature: 

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in Jan/May 2019* after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.

*Please place a tick mark on whichever choice you would like to proceed with.



Place: Hyderabad,
Date: 18-10-2018

Name: Naveen Kumar Bachu
Signature: B. Naveen Kumar



Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 15-10-2018

Name: Nikhil Gattu

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Nikhil Gattu,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company.
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of **Engineer Trainee**, which would initially involve an extensive Sponsored Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** from the date of employment as **Engineer Trainee** excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place: Hyderabad
 Date: 15/10/18

Name: NIKHIL GATTU
 Signature: Nikhil



Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. **3,50,000 (Rupees Three Lakhs Fifty Thousand only)**.
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. **3,00,000 (Rupees Three Lakhs)** per annum to **3,60,000 (Rupees Three Lakhs Sixty Thousand)** per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as **Engineer** on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
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Place: Hyderabad
Date: 18/10/18

Name: NIKHIL GATTU
Signature: Nikhil





You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

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With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

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Received the original Letter of Intent: Name: Nikhil Gattu

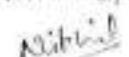
Signature: 

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*Please place a tick mark on whichever choice you would like to proceed with.



Place: Hyderabad
Date: 18/10/18

Name: NIKHIL GATTU
Signature: 

Fwd: Congrats! Offer From Accenture

Rahul devunuri <rahuldevunuri@gmail.com>
To: bhavanayvs@gmail.com

Thu, Jun 13, 2019 at 12:23 PM

----- Forwarded message -----
From: <campus.offerletter@accenture.com>
Date: Mon, Mar 11, 2019, 3:56 PM
Subject: Congrats! Offer From Accenture
To: <rahuldevunuri@gmail.com>

Name:- RAHUL DEVUNURI

160115235103

Ph. No - 8555033795

ECE-2

2018-19

11-Mar-2019

384

Rahul Devunuri
CANDIDATE ID:C7833655
UNIQUE REFERENCE NUMBER/UNIQUE ID:6e56c28f-0d2a-479f-aea4-1b98780a3aa9_1

Dear Rahul Devunuri,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/11/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries, please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.


Accenture Disclaimer

+++++

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at <https://www.accenture.com/privacy-policy>. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime. Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture - even if they present themselves as representatives or employees of Accenture - please send the details to <https://businessethicsline.com/accenture/>.

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www.accenture.com

 **Job aid.pdf**
793K

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

26-Apr-2019

385

Strictly Private and Confidential

ECE-2

Ramachandra Srikanth Naradasu
25-10-171/1 Srinivasa Rao Thota 1 lane, Guntur, Andhra Pradesh.
9848772044

ECE

2018-19

Dear Ramachandra,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

T. Rana Prathap

ECE, 9573282699

ranaprathapsingh@gmail.com

Infosys®
Navigate your next

HRD/3T/19-20/12669042

160115735106

July 31, 2019

Mr. Thakur Rana Prathap Singh
Candidate ID: 12669042
2-3-83/5, Shivalayam Street,
Peddapalli Dist
Hyderabad - 505172
Telangana
India
Ph: (91) 95732 82699

ECE-2

386

2018-19

Dear Thakur,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



HRD/3T/19-20/12669042

Mr. Thakur Rana Prathap Singh
Candidate ID: 12669042
2-3-83/5, Shivalayam Street,
Peddapalli Dist
Hyderabad - 505172
Telangana
India
Ph: (91) 95732 82699

July 31, 2019

Dear Thakur,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.31 12:04:23 +05:30
Reason: Offer Letter
Location: Bangalore

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name

Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Thakur Rana Prathap Singh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Thakur Rana Prathap Singh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



ECE

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NCR Corporation India Pvt. Ltd.
Raheja Mindspace IT Park,
Building 12C, 8th Floor,
Survey No. 64, APHC Software Layout,
HITEC City, Madhapur, Hyderabad,
Telangana 500081
Tel.: +91 - 40 - 6799 3388

PERSONAL AND CONFIDENTIAL

11-Dec-2018

Ravi Teja Alapati
5-9-552, Gunfoundry, Abids
Hyderabad, 500001

387

2018-19

Dear Ravi Teja,

Welcome to NCR, a global technology company that runs the everyday transactions that make our life easier.

With a presence in 180 countries, our people offer a broad perspective and range of skills that enable our customers to making every customer interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On behalf of my team, we look forward to you joining us.

Employer (Legal Entity):

NCR Corporation India PVT. LTD. (the 'Company')

Position:

SW Engineer

Job Grade:

This position is a Grade 09

Reporting To:

Srinivas Maddipatla, Business Operations Supv

Business Unit:

CTO

Location:

HYDERABAD - OFFICE



HRD/3T/19-20/12669176

Mr. Revanth Sai Kumar Reddy Patel
Candidate ID: 12669176
Hno 1-15, Jilledudinne Village,
Waddepally Mandal
Gadwal - 509126
Telangana
India
Ph: (91) 96424 64866

July 26, 2019

388

2018-19

Dear Revanth Sai Kumar

Reddy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.26 13:55:25 +05:30
Reason: Offer Letter
Location: Bangalore

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

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You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Revanth Sai Kumar Reddy Patel
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

389

Private & Confidential

24 April 2019

Sai Akhil Rayapudi
Flat No 102, 1st Floor, Sir ramachandra Mani Appartment, Near Sai Baba Temple Ghatkesar Mandal, Boduppal
Hyderabad
Telangana
500092
India

160115735109
ECE-2
2018-19

Dear Sai,

Congratulations, subsequent to the interview process we are pleased that you are considering joining **BA Continuum India Pvt. Ltd** ("the Company") in **Hyderabad Office**. This letter confirms the terms of our offer with respect to your planned engagement/appointment. You will be designated as Apprentice for one year ("Apprentice Training Period"). Your Annual Compensation (CTC including stipend) will be Rs. 425000 - (Rupees Four Lakh Twenty Five Thousand Only).

Other Terms & Conditions

Your anticipated start date will be **31 July 2019**. In case you do not join **BA Continuum India Pvt. Ltd** by **31 July 2019** this offer of engagement/appointment will stand cancelled and withdrawn. Your engagement/appointment stands effective from the date you report at the premises of **BA Continuum India Pvt. Ltd**. During the **Apprentice Training Period** you will be based in **Gurugram**, however, during this period you may be sent to other locations within the Company, for training purpose, at the discretion of the Company.

You will be or may become eligible for other benefit plans as adopted by the Company from time to time. The terms of such benefit plans shall be as determined and/or amended from time to time by the Company and shall be governed by the terms of the applicable plans or award agreement provided to you at the time of issuance.

The Company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion. Your continuation of engagement/appointment shall be contingent upon you producing your Degree/Graduation Certificate either within 45 days of joining or no later than 30th September 2019. On failure to comply with the said requirement, you hereby agree and acknowledge that the Company shall have the right to terminate this agreement and your engagement with immediate effect or as deemed fit by the Company.

During the **Apprentice Training Period**, terms and conditions of the **Apprentices Contract** dated **31 July 2019** duly agreed and signed by you will be applicable. Post successful completion of the **Apprentice Training Period**, you will be absorbed as **Sr Tech Associate** in **Band H7**. Thereafter either party is entitled to terminate the contract by giving 60 days notice. Whereas the Company reserves the right to request service of notice or pay salary in lieu of, your notice period waiver or payment in lieu will be at the sole discretion of the Company, but in no event will be less than the

minimum period required by applicable law.

The condition of this offer are:

1. Your background check, including credit, and employment reference is satisfactory to the Company and the Company is able to verify, to its satisfaction, the personal and sensitive information (including but not limited to biometric data, such as fingerprints) you have provided or would be required to provide during the course of your application in your resume, Candidate Information Sheet that you will be signing at the time of execution of this offer letter ("CIS Form") and such other information as may be requested by the Company. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be confidential and solely for the Company's use, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company;
2. Where required, you are able to provide evidence of your right to work and remain in India, in accordance with legal requirements, or being issued with the relevant work visa, work permits, residence cards, licences, registrations or memberships;
3. Where required, you provide original documentary evidence of your previous employment, academic and professional qualifications as part of the background screening process;
4. You make full and frank written disclosure of all directorships and other positions of office that you currently hold;
5. You commence employment with Company on a date acceptable to Company and further that you are not subject to any restrictions arising from your current (or any previous) employment which may adversely impact on your activities for the Company;
6. You meet any further requirements as stated in this offer letter; and
7. You warrant and represent to the Company that all information, statements and documents made or provided to the Company for the purposes of any job application or any part of the recruitment process, including any application form or resume, are not misleading, false, incomplete or inaccurate for any reason, whether by way of any omission or otherwise.

Objections to the collection, use, storage, transfer or other processing of personal and sensitive information or withdrawal of consent may affect your employment with the Company as sharing of such information with the regulatory authorities both in India and other jurisdictions of operations can be an essential prerequisite of your job requirement.

We reserve the right to withdraw this offer as appropriate if any of the above conditions are not met, or if accepted, to rescind any agreement by reason of you failing to meet a condition precedent of employment, or to terminate your employment at our option.

By accepting this offer you acknowledge that you have been directed by the Company to comply with any continuing lawful and enforceable obligations that you may have to any former employer. You should make your line manager and HR representative aware of these obligations at the time of accepting this offer. This will include any post termination restrictions on your activities in relation to clients or employees of any former employer and any confidentiality obligations regarding trade secrets or other proprietary information belonging to your previous employer(s). Additionally, you should provide to the Company any correspondence from your former employer

which you receive following your resignation, such as a relieving letter, which summarises the obligations by which your former employer believes you to be bound. In particular you agree not to bring to the Company any documents or other information in any format, will not download, email, copy or otherwise send to yourself or anyone at the Company any documents or information in any format from your former employer(s) or other parties to whom you owe a duty of confidentiality; will not disclose any confidential, proprietary or trade secret information of any former employer or its clients, and will not use, disclose or act on such information in performing your duties for the Company. If, in the Company's opinion, such obligations to your former employer would mean you could not carry out your role with the Company then we may rescind or revoke this offer of employment.

By accepting this offer, you are agreeable to keep yourself in reasonable readiness to move to whatever place of occupation, the Company desires you to undertake.

Your employment is transferable or, you may be sent on deputation or on secondment, to any location in India or abroad either within the Company or to any of its associate or sister concerns or its subsidiary whether existing today or which may come up in future at any time at the sole discretion of the Company.

In case you are entitled to 'Relocation' and/or 'Notice pay out' benefit as per Company policy, the Company reserves the right to recover the entire amount spent, should you voluntarily terminate your employment or your employment is terminated by the Company (on disciplinary grounds), anytime within twelve (12) months from your start date at the new location. The amount recoverable from you by the Company will be based on actual amount spent by the Company or paid by the Company pursuant to your claims. The Company may at its sole discretion, if it thinks so fit to do, waive any portion of or the entire amount recoverable from you. The amount recoverable from you by the Company will be based on actual amount spent by the Company or claimed by you from the Company, on such relocation and/or Notice Payout.

Your employment with the Company is at all-time contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or within the Company, and as amended from time to time.

This Agreement is governed by and construed in accordance with Indian law and the parties submit to the exclusive jurisdiction of the Indian courts.

Representations & Warranties

1. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other entity in order to accept this offer of employment.
2. You further warrant and represent that you are not subject to any restrictive covenants or other continuing obligations that in any way restrict your ability to engage in or solicit any business of any type engaged in by the Company, or participate in recruiting or staffing efforts on behalf of the Company.
3. You further represent and agree that you will not knowingly use or otherwise disclose any confidential,

business and proprietary or trade secret information obtained as a result of any prior employment in connection with the performance of your job duties for the Company, unless specifically authorized to do so by someone with the appropriate authority from the applicable place of former employment, and that this provision should be regarded as this Company's instruction for you not to do so. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential, and agree not to share them with anyone except with your immediate family, personal, financial and legal advisors.

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

Assuming that you accept and agree to the terms of this letter, during the period which begins immediately after you sign and date this letter, and ends upon your actual commencement date, you acknowledge and agree that your employment with the Company will not yet have begun (the "Interim Period"). You further acknowledge and agree that your employment with the Company will begin on the commencement date when you start work for the Company. During the described Interim Period, this letter remains subject to rescission / revocation by the Company, in its sole discretion upon discovery of conduct or behavior by you which would constitute a breach of the representations and warranties set out in this letter; or such other behavior or conduct as is plainly and materially injurious to the Company, its business interests or its reputation.

In the event the Company consents to your employment commencing ahead of the satisfactory completion of the required background check(s), your continued employment will be conditional on the satisfactory completion of such background screening procedures. If the Company requires additional documentation in support of your background check you will be given a maximum of thirty (30) days from the Date of Joining to provide any such documentation. Consequently, in the event that you fail to provide any documentation within thirty (30) days, or the Company is not satisfied with the documentation, or the results of your pre-employment screening, Company will be entitled to withdraw or rescind this offer by reason of you failing to meet a condition precedent of employment, or to terminate your employment at its option. Your employment will cease without any entitlement to notice or pay in lieu of notice. In the event of withdrawal or termination, no further entitlements (including any sign-on incentives) will be payable and you will be required to repay any sign-on payments already made.

We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career with the Company. Please review this letter and return the signed copy of this letter as your acceptance of the terms and conditions contained herein. If you have any questions or if there is any way I can help you further, please do not hesitate to call.

Sincerely,
For BA Continuum India Pvt. Ltd

Shrinivas Appala Raju Koiyya
Vice President

Date: 24 April 2019
Accepted and Agreed:

Sai Akhil Rayapudi

Date: _____

City: _____

391

160115735112 (2019)

ph:- 8501822238

Sampaththallada143@gmail.com

ECE

2018-19

September 5, 2019



HRD/3T/19-20/12669477

Mr. Sampath Kumar Thallada
Candidate ID: 12669477
D.No 2-24/1,Perikasingaram,
Kusumanchi
Khammam - 507159
Telangana
India
Ph: (91) 85018 22238

18-19

Dear Sampath Kumar,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:42 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669477

September 5, 2019

Mr. Sampath Kumar Thallada
Candidate ID: 12669477
D.No 2-24/1,Perikasingaram,
Kusumanchi
Khammam - 507159
Telangana
India
Ph: (91) 85018 22238

Dear Sampath Kumar,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 7, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.



As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



HRD/3T/19-20/12669479

392

T. Sheshu

sheshu.mani.007@gmail.com

EC E-2 (2015-2019)

1601573513

July 09, 2019

2018-19

Mr. Sheshu Tayyala
Candidate ID: 12669479
H:No:12-2-39/7,Basera House,
Migh Colony, Mehidipatnam
Hyderabad - 500028
Telangana
India
Ph: (91) 80199 33004

Dear Sheshu,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 02:12:37 +05:30
Reason: Offer Letter
Location: Bangalore

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

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You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sheshu Tayyala
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



HRD/3T/19-20/12669475

Mr. Sriram Narla
Candidate ID: 12669475
H.No 4/4/1969,
Shastri Road
Karimnagar - 505001
Telangana
India
Ph: (91) 97001 59606



July 08, 2019

160115735117
ECE-2
2018-19

Dear Sriram,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
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HRD/3T/19-20/12669475

July 08, 2019

Mr. Sriram Narla
Candidate ID: 12669475
H.No 4/4/1969,
Shastri Road
Karimnagar - 505001
Telangana
India
Ph: (91) 97001 59606

Dear Sriram,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 16, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sriram Narla
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Sriram Narla
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





HRD/3T/19-20/12669347

Mr. Vamshi Krishna Boddupally
Candidate ID: 12669347
H-No:2-1-69,

August 1, 2019

Peddapally - 505172
Telangana
India
Ph: (91) 80960 86040

Dear Vamshi Krishna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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Electronics City, Hosur Road
Bangalore 560 100, India
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Digitally signed by RICHARD LOBO
Date: 2019.08.01 13:47:01 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669347

August 1, 2019

Mr. Vamshi Krishna Boddupally
Candidate ID: 12669347
H-No:2-1-69,

Peddapally - 505172
Telangana
India
Ph: (91) 80960 86040

Dear Vamshi Krishna,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting (“work location”) would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

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Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

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The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

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The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Vamshi Krishna Boddupally
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Vamshi Krishna Boddupally
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
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* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



M. Vamshi Krishna

160115735119

ECE-2 2015-2019 Batch

Vamshi.krishna.kanna@gmail.com

8500871198

Infosys
Navigate your next



HRD/3T/19-20/12669351

Mr. Vamshi Krishna Mallu
Candidate ID: 12669351
Mahabubnager,

Mahabubnager - 509001
Telangana
India
Ph: (91) 85008 71198

July 31, 2019

397

2018-19

Dear Vamshi Krishna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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Digitally signed by RICHARD LOBO
Date: 2019.07.31 12:05:53 +05:30
Reason: Offer Letter
Location: Bangalore

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Vamshi Krishna Mallu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Qualcomm



**Adithi Reddy
Kalleem**



E-mail ID :- avan@bindya@gmail.com

Contact no :- 9652779329

Branch :- ECE

Section :- E-3

Roll no :- 160115735122

477

2018-19

Dear Avanti Shinde ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., Foundational, Technical, Stream and Soft Skills. Through Lex, you get an opportunity to complete the Foundational segment even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-joining assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this assessment

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's salary!

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infosian, you have it in you to prepare well and 'crack' our assessments!

For more information, please login [lex](https://lex.infosys.com) using the below credentials

- Login ID: avanbindya@gmail.com
- Password: avanbindya@gmail.com

Keep learning! Keep winning!

Regards,

Vishwajit V (Vishwajit)
VP - Talent Acquisition

HRD/CONF/2021/02/1072156

February 26, 2021

Ms. Divya Sree Marrireddy
Emp. No. 1072156
CISCLD

Dear Divya,

We firmly believe that the core strength of our Company is its people and that each and every employee has an indispensable role to play in realizing our vision of becoming a globally respected corporation that provides best-of-breed business solutions, leveraging technology, delivered by best-in-class people. We recognize that you have played an important role in our endeavor to achieve our aims and have great pleasure in confirming your services effective **March 01, 2021**. Effective this date, your compensation has been revised as follows:

Total Gross Salary: Rs. 33,619 /- per month

The details of your revised compensation are in the Annexure.

1. Increments & Promotions:

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis in April.

2. Notice of termination:

As you must be aware, the confirmation of your services results in a change in certain terms of your employment. As a regular employee, you will be required to give three month's notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving three month's notice or salary thereof.

3. Transferability:

Your services can be transferred to any of our units and departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

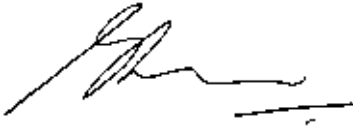
4. Other Terms & Conditions:

You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

You will also be governed by the rules and regulations of the company as applicable to your category of employees.

We are confident that your continued contribution and co-operation will help us on our exciting journey to excellence.

With best wishes,



Richard Lobo
EVP and Head Human Resources - Infosys Limited

Divya Sree MARRIREDDY
Emp.No. 1072156
CISCLD

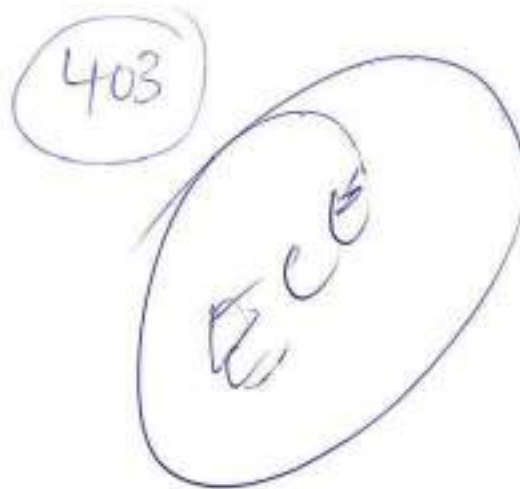
ANNEXURE

SALARY COMPONENTS	AMOUNT (in INR per month)
Fixed Salary	
Basic Salary	16,810 /-
Basket of Allowances *	10,621 /-
Bonus/Ex-Gratia	3,362 /-
Retirement Benefits	
(i) Provident Fund	2,017 /-
(ii) Gratuity	809 /-
TOTAL FIXED SALARY	33,619 /-
TOTAL GROSS SALARY	33,619 /-
TOTAL GROSS SALARY (per annum)	403,428 /-

**(HRA, LTA, Medical, Children's Education, Transport Allowance)*

Please note that your acceptance of the above mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

Capgemini Technology Services India Limited
(Formerly known as JGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4263 | Fax: +91 22 7141 2121
www.capgemini.com/in-en



2018-19

Date: December 11, 2018

Ref No: HR/Campus/LO201930235/1

**Tummalapalli Lakshmi Deepika
Chaitanya Bharathi Institute of Technology**

Letter of Intent ("LOI")

Dear Tummalapalli Lakshmi Deepika,

With reference to your interview conducted by us at Chaitanya Bharathi Institute of Technology, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma subject to the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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

Changes in NCR's real estate may result in the reassignment of this position to another NCR office, shared space at a customer site, or a virtual assignment where you work primarily from your home. Should this occur, existing NCR policies will describe the conditions associated with such a reassignment.

Start Date:

Your employment shall commence on 08-Jul-2019

Base Salary:

Your annual base salary will be 283,800.00

Flexible Compensation Plan (FCP):

You shall be eligible for a payment equivalent to 130% of your basic salary under the Flexible Compensation Plan. Detailed policies/ procedures/ rules and regulations governing the monthly/ annual allowances, reimbursements, benefits and perquisites will be given to you on your joining the company. The reimbursements are required to be supported by vouchers.

Incentive Plan - GPS:

As of your start date, you are eligible to participate in the Global Profit Sharing Plan (the Plan), subject to the terms of the Plan. The Plan is designed to reward employees, in grades 6 -10 who are not in any other bonus plan, when the Company exceeds its annual financial goal for Non-Pension Operating Income (NPOI). The annual payout from the Plan will be determined by the CEO following the completion of the calendar year.

The Company's Incentive Plans are designed to address the conditions of an ever-changing marketplace, and the Company cannot make definitive representations concerning the continuation of format or the size of individual awards under the plans. The Company reserves the right to modify or cancel, to the extent permissible under local laws and regulations, each such plan and its terms at any time, at the Company's sole discretion.

Plan eligibility requirements and guidelines are available for review on the Company's Intranet website following your start date.

Background Check:

Your appointment will be subject to a satisfactory background check by the Company on its own or through an outside agency.

Annual Leave:

You shall be eligible for annual leave as per the Company policy.

Probation Period:

You will be on probation for a period of 6months commencing from the date of joining.

You will need to be confirmed in the services of the Company immediately upon the expiry of these six months by your manager, unless

otherwise your period of probation is expressly extended by such period as may be decided by the Company if your performance during the probation period is not found satisfactory.

During the initial or extended period of probation, the company may dispense with your services or the employee may resign at any time without assigning any reason, but giving 15 (fifteen) days notice or payment (based on Basic salary) in lieu thereof.

Notice and Termination:

You are at liberty to terminate your services by giving 2 month's notice in writing. The Company shall be at liberty to terminate your services by giving two month's previous notice in writing or by paying an amount equal to two month's basic salary in lieu thereof.

On termination of employment and/ or your resignation during the period of your probation or thereafter, you will immediately give up to the Company all tools, accessories, formulae, documents, specifications, laptop / computer including all the company data and emails, books, etc. of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

Training:

You hereby agree that due to technological nature of work there may be a genuine need to send you abroad for training. In such circumstances, you undertake to work for the Company for a minimum period of time and sign the appropriate legal agreement with the Company as may be required.

Security Awareness:

It is crucial that NCR operates with the highest level of security to maintain its reputation in the marketplace and reduce any potential risk to the Company. As part of your orientation to the Company, all employees, including senior management, are required to complete NCR Security Awareness training. The training must be completed within 30 days of your start date. Directions for accessing the training will be provided via email after your start date.

The 30-minute web-based training course educates employees on the importance of information security and how to protect NCR data. Upon completion of this course, you will be able to identify NCR's security policy and standards, understand data classification and handling, identify security practices for electronic communications, and define social engineering. As part of NCR's ongoing commitment to securing the data of our company, customers and employees, you will be required to participate in Security Awareness training annually.

Your completion of NCR Security Awareness training demonstrates your personal commitment to information security and protecting the NCR brand.

Code of Conduct:

At NCR, we expect that every employee will exemplify our Shared Values and our Code of Conduct every day, in all that they do for NCR. NCR reinforces its commitment to living its Code of Conduct by requiring all NCR employees, including senior management, to complete an annual training and certification course on the Code of Conduct. While we recognize there are local laws and regulations that must also be followed, it is important that all employees understand and adhere to our global standard of business conduct.

As part of your new NCR employee orientation, you must to complete NCR's Code of Conduct training and certification course within 30 days of your start date. Employees with computer access will complete a 30-minute web-based training and certification module. Directions for accessing the training will be provided via email after your start date. Employees who do not have computer access will attend an in-person training session that reviews the code. At the completion of that session, each employee must complete a Code of Conduct training and certification form. Your completion of the Company's Code of Conduct training and certification course demonstrates your personal commitment to conducting business legally and ethically.

This offer of employment is contingent upon your agreement to the conditions of employment outlined in the offer letter, in Appendix A and in the Inventions Assignment and Confidentiality Agreement; including passing a background check.

You should note that this offer will be withdrawn if your acceptance has not been confirmed within seven (7) days of the date of this letter, unless specific alternative arrangements have been agreed.

Ravi Teja, I am excited about the contributions, experience and knowledge you bring to NCR. We have assembled some of the best and brightest professionals in the industry; and we look forward to having you as part of the team.

If you have any questions regarding the details of this offer, please contact Mr Vishnu Gajapathi Raju at +91 (40) 67993850. Vishnu will make the necessary arrangements to ensure any additional questions you may have are addressed, so you are able to make an informed decision.

Sincerely,



Emma Holliday

Global Talent Acquisition Director

Regd. Office: Niton Building, 3rd Floor, #11, Palace Bangalore - 560 052, India - Tel. + 91 - 80 - 3078 6900 Fax: +91 - 80 - 2225 7050

Accepting this Offer of Employment:

By accepting and signing NCR's offer of employment you certify to NCR that you are not subject to a non-competition agreement with any company or to any other post-employment restrictive covenants that would preclude or restrict you from performing the NCR position being offered in this letter. We also advise you of NCR's strong policy of respecting the intellectual property rights of other companies. You should not bring with you to your NCR position any documents or materials designated as confidential, proprietary or trade secret by another company, nor in any other way disclose trade secret information while employed by NCR.

You further acknowledge that this employment letter, Appendix A and the Non-Competition Agreement and Related Covenants documents reflect the general description of the terms and conditions of your employment with NCR, and is not a contract of employment for any definite duration of time. The employment relationship with NCR is by mutual consent ("Employment at Will"). This means either you or NCR have the right to discontinue the employment relationship with or without cause at any time and for any reason.

I have read the foregoing information relative to NCR's conditions of employment and understand that my employment offer is conditioned upon their satisfaction.



Alapati Ravi Teja (Feb 18, 2019)

Feb 18, 2019

rteja163@gmail.com



405

NCR Corporation India Pvt. Ltd.
Rubeja Mindspace IT Park,
Building 12C, 8th Floor,
Survey No. 64, APJSC Software Layout,
HITEC City, Madhapur, Hyderabad,
Telangana 500081
Tel: +91 - 40 - 6799 3388

PERSONAL AND CONFIDENTIAL

2018-19

11-Dec-2018

MEGHNA RAMAN
FLAT NO 536,BLOCK 8,MANASAROVAR HEIGHTS 3,MANOVIKAS NAGAR
SECUNDERABAD, 500009

Dear MEGHNA,

Welcome to NCR, a global technology company that runs the everyday transactions that make our life easier.

With a presence in 180 countries, our people offer a broad perspective and range of skills that enable our customers to making every customer interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On behalf of my team, we look forward to you joining us.

Employer (Legal Entity):

NCR Corporation India PVT. LTD. (the 'Company')

Position:

SW Engineer

Job Grade:

This position is a Grade 09

Reporting To:

Srinivas Maddipati, Business Operations Supr

Business Unit:

CTO

Location:

HYDERABAD - OFFICE



Strictly Private and Confidential

14-Feb-2019

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2018-19

Mounika Amgoth

H.No.2-62/A,Ramchandraguda village,maheshwaram,shamshabad,rangareddy district
7036550995

Dear Mounika,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature A. Mounika

Letter Of Intent (LOI)

160115735729

ECE-3

407

160115735129

ECE-3 2018-19

Ref No: SoCT/LOI/ET

Date: 26-03-2019

Name: POOJITHA BORRA

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear POOJITHA BORRA,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "**VEDA IIT**" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "**Company**" and includes its successors and permitted assigns) for undergoing **Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) ("Training Program")** which is being conducted by VEDA IIT. After the successful completion of the said Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Training Program in **May 2019** and you are expected to join this batch and need to complete all joining formalities. However, schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT. If you have been selected from the AP region for Logic Design domain, your training center will be at Amaravati.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Training Program in **May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of the on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** (or such extended period as agreed) from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

Place:
Date:

Name:
Signature:



ECE-3, 160115735130
Ph.No - 9705688637

~~Prac~~

408

2018-19

Dear Thoda Preethi,

Congratulations and welcome to infoss!

As a preparatory step for all our offered students who will be joining infoss, we require you to enroll on our Lex platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The infoss training program comprises three segments viz. Foundational, Technical Stream and Soft Skills. Through Lex, you get an opportunity to complete the Foundational segment even before you join us at Mysore. Within a week of your joining at infoss, you will be administered a pre-joining assessment on topics covered in Lex. Upon Clearing the assessment, you will be a fast-tracker and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker certification
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's salary!

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future infossian, you have it in you to perform well and 'crack' our assessments!

For more information, please login [here](#) using the id and password:

- Login ID: preethi@infoss.com
- Password: DAV16UR4

Keep learning! Keep shining!

Regards,

Vishwanath V (Vishwa)
VP - Talent Acquisition

infoss Limited

ECB
1601-15-735132

2018-19

tvarana

410

Date: December 14, 2018

To,
Ms. Sai Priya Talluri.

Provisional offer of Employment

Dear Sai Priya,

This is with reference to your application for employment with our company and the subsequent discussion you had with us.

In this regard, we are glad to offer you a position in the role of **Trainee Consultant** at Tvarana Software Solutions Pvt. Ltd, under the terms and conditions as given below. A detailed appointment letter shall be given to you on joining the firm.

1. Your Total CTC will be: **Rs. 4,00,000/-** (Rupees Four Lacs Only). The Total CTC consists of all Employee Benefits and Performance Linked Variables. Please refer to **Annexure I** for details regarding the compensation.
2. Date of Joining: We shall intimate you the Date of Joining after completion of your final exams.
3. Your initial place of work will be at **Hyderabad**. However, you may have to work on assignments in any location in India or abroad where the company has any one of its associates or clients.
4. The company works for 5 days a week. The official working hours are from 2:00pm to 11:00pm. You are expected to ensure timely completion of your assignments.
5. You will be on probation for twelve months, which may be extended by the management at its discretion based on performance. On successful completion of probation you will be confirmed in the services of the company subject to your performance and on submission of your Graduation certificate.
6. Absence for a continuous period of seven days without prior approval of your superior will be treated as abandonment of service. Refer to leave and discipline policy of the company.

Tvarana Software Solutions Pvt Ltd.

Q3, A1, 2nd Floor, Cyber Towers, Madhapur, Hitec City, Hyderabad - 84. Ph: +91.40.49513884



7. During the probation period you shall be eligible for leaves as per existing leave policy.
8. During your employment with the company:
 - You shall work full time for the company and refrain from undertaking any part time work or assignment for any other organization or company.
 - You will be required to carry out all the duties and responsibilities assigned to you by your superiors.
 - You shall not divulge any information regarding the affairs, business matters or clients of the company to any third party. You are required to sign the **Confidentiality agreement** as joining formality on the day of joining.
9. You are required to apply and maintain the highest standards of personal conduct and integrity and comply with all the policies and procedures of the company. Any action against the interests of the company will warrant disciplinary action under the Conduct and discipline rules of the company.
10. Upon separation from the company, you will be required to return all the properties of the company in your possession (Laptop, demo kit, articles, documents, books, writing pads, papers, visiting card and files etc.)
11. During your employment with the company you will be governed by the policies of the company in force as modified from time to time. The company reserves the right to make changes in the policies from time to time, which will be communicated to you.

We wish you the very best in your career with **Tvarana Software Solutions Pvt Ltd.**

In acceptance of the terms and conditions mentioned above, kindly sign and return a copy of this letter.

For **Tvarana Software Solutions Pvt. Ltd**

Priscilla Francis
Manager – Human Resources


AGREED & ACCEPTED:

Tvarana Software Solutions Pvt Ltd.

Q3, A1, 2nd Floor, Cyber Towers, Madhapur, Hitec City, Hyderabad – 84. Ph: +91.40.49513884

ANNEXURE I

Component	Monthly (Rs.) 0-6 months	Monthly (Rs.) 7-12 months	Annual (Rs.)
Basic	10000	15000	150000
HRA	4000	6000	60000
Conveyance Allowance	1600	1600	19200
Medical Allowance	2083	2083	24996
Other Allowance	917	3917	29004
*Advance Bonus	1400	1400	16800
Gross Pay	20000	30000	300000
Other Benefits			
**Variable Pay			50000
Employer PF	1200	1800	18000
Health Insurance + GTLI			7000
Gratuity			25000
Total CTC	21200	31800	400000

**Variable Pay depends on the employee performance

*Advance Bonus indicated above will be paid as per the Payment of Bonus Act.

The Advance Bonus will be paid as part of Gross Salary.

Please note that your final net salary will be subject to statutory deductions as per the applicable laws of the land

For Tvarana Software Solutions Pvt. Ltd

Priscilla Francis
Manager – Human Resources

Tvarana Software Solutions Pvt Ltd.

Q3, A1, 2nd Floor, Cyber Towers, Madhapur, Hitec City, Hyderabad – 84. Ph: +91.40.49513884



2018-19

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

Date: January 5, 2019

Ref No: HR/Campus/LO201930171/1

**Koppaka Sai Sri Chandana
Chaitanya Bharathi Institute of Technology**

Letter of Intent ("LOI")

Dear Koppaka Sai Sri Chandana,

With reference to your interview conducted by us at Chaitanya Bharathi Institute of Technology, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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

Upon joining Capgemini,

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase II, MIDC SEZ, Village Man, Taluka Mubhi, Pune - 411057, Maharashtra, India.
Tel: +91 20 6999 1000 | Fax: +91 20 6999 3000 | CIN: U85110PN1903PLC145050

04-Dec-2018

Dear Ananya Sairoma Baswa,
B.Tech/B.E., Electronics & Communication Engg
Chaitanya Bharathi Institute of Technology

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2018-19

Candidate ID – 12485430

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs. 21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

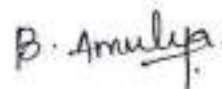
Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Behavandhu
Global Head-Talent Acquisition

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

Signature :



Date: 09-Dec-2018

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BE ECE-3

04-Dec-2018

Dear Sneha Ulligadda,
B.Tech/B.E., Electronics & Communication Engg
Chaitanya Bharathi Institute of Technology

414

2018-19

Candidate ID – 12485580

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing errors in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bathovandu
Global Head-Talent Acquisition

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

Signature: V. Sneha

Date: 09-12-2018

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ECE -3

ECE-3
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2018-9

Deloitte

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**Deloitte Consulting India
Private Limited**

Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

06/21/2019

Ms. Sushma Cheruku
Flat No.101, Mr Residency
Raghavendra Nagar, Near Ammuguda Railway Station,
Hyderabad - 500094

Subject: Offer of Employment

Dear Sushma Cheruku:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within one year of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

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and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Sushma Cheruku, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Anusadha Pandey
F0296D95C1A4405

Authorized Signatory

Ms. Sushma Cheruku

Acceptance

I, **Sushma Cheruku**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

2018-19

15-Mar-2019

Subha Varshitha Indukuri

Flat no-101, varshitha residency, Dharma Reddy colony, opp JNTU, kukatpally, Hyderabad
7661078524

Dear Subha Varshitha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

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Candidate's Signature _____

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I
COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

- **Additional Bonus-** Of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

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

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

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

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

**Letter Of Intent (LOI)**

Ref No: SoCT/LOI/ET

Date: 26-03-2019

Name: Ajith Kumar Silasagaram

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Ajith Kumar Silasagaram,

Sub: Selection as Engineer Trainee - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** ("Training Program") which is being conducted by VEDA IIT. After the successful completion of the said Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Training Program in **May 2019** and you are expected to join this batch and need to complete all joining formalities. However, schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT. If you have been selected from the AP region for Logic Design domain, your training center will be at Amaravati.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Training Program in **May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of the on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** (or such extended period as agreed) from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**")

Place: Hyderabad
 Date: 28/3/2019

Name: S. Ajith Kumar
 Signature: S. Ajith

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by way of an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 5,00,000/- (Rupees Five Lakhs only) in the format provided by the Company.

Upon a specific request from you, the Company may, at its discretion, provide you with the option of submitting the following instruments as security valid for the Bond Period:

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s)/other legally valid instruments for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only); and
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody for the Bond Period.

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as Engineer on the rolls of the Company. It is further clarified that your eligibility for the CTC for the next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with the Company's customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and the Company's representative on or prior to the day of joining the employment as Engineer Trainee as may be required by the Company.
- At the time of joining the Company and during your service with the Company you may be deployed to work in any of the offices of the Company in different locations or at customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.



Place: Hyderabad
Date: 28/3/2019

Name: S. Ajith Kumar
Signature: S. Ajith

You will be issued an appointment letter with a start date of your employment on the successful completion of the Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on it's part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Training Program and subsequent employment as Engineer Trainee with the Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, post-dated cheques/other legally valid instruments and the Certificates, as applicable, atleast **3 Weeks** prior to the commencement of the Training Program failing which you will not be considered eligible to join the best-in-class industry oriented training program and subsequent employment.


With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory


This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Ajith Kumar Silasagaram

Signature: 

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing in **May 2019** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates, as applicable within the stipulated time-frame.

Place: Hyderabad
Date: 28/3/2019

Name: S. Ajith Kumar
Signature: 





Letter Of Intent (LOI)

Ref No: SoCT/LQVET

Date: 16-10-2018

Name: AKHIL SABBANI

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear AKHIL SABBANI,

Sub: Selection as Engineer Trainee - Regarding

ROLL NO - 1601-15-735-141

NAME - SABBANI AKHIL

BRANCH - ECE

Email - sabbaniakhi196@gmail.com

Phone - 9640570475

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Sponsored Training Program are as follows:


As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place: HYDERABAD

Date: 16/10/2018

Name: AKHIL SABBANI

Signature: 

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. **3,50,000 (Rupees Three Lakhs Fifty Thousand only)**.
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "**Certificates**") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. **3,00,000 (Rupees Three Lakhs)** per annum to **3,60,000 (Rupees Three Lakhs Sixty Thousand)** per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as **Engineer** on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.


III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place: HYDERABAD

Date: 18/10/2018

Name: AKHIL SAGGANI

Signature: 



You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, **3 Weeks** prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

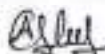
Received the original Letter of Intent: Name: AKHIL SABBANI Signature: _____

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in **Jan/May 2019*** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.

*Please place a tick mark on whichever choice you would like to proceed with.



Place: HYDERABAD
Date: 18/10/2018

Name: AKHIL SABBANI
Signature: 

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

03-Apr-2019

Challa Bhanu

Hno: 1-17/1 ,Rathnagiripalli , Machareddy , Kamareddy
9502645502

Dear Challa,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____



OFFER LETTER

NAME: HANUMANTHU KURUVA			
POST: ENGINEER (TRAINEE)		Emoluments in Rupees	
S.NO	SALARY HEAD	PER MONTH	PER ANNUM
I	Stipend	22,000.00	
II	Gross Salary	22,000.00	2,64,000.00
1	*LTC		7,870.00
2	Mediclam		25,857.00
3	**Medical Reimbursement		7,555.00
4	***SSS/EDLI		1,900.00
5	PF 12% COMPANY CONTRIBUTION		31,680.00
6	****Group Gratuity		9,081.00
	COST TO COMPANY PER ANNUM		3,47,943.00
	COST TO COMPANY PER MONTH	28,996.00	

NOTE :

* From the date of confirmation you are eligible to get Leave Travel Concession.

** After completion of training period you are eligible to get Medical Reimbursement.

*** Sampurna Suraksha Scheme (SSS) - You will covered with sum assured amount of Rs. 10,00,000 by the company from the day you joined in the company, if any Un foreseen eventuality happens will be paid to the nominee of you

**** After completion of 5 years of service you will get eligibility for Group Gratuity

for MEDHA SERVO DRIVES PVT. LTD.,

VIRESH KUMAR
DY. GENERAL MANAGER – HR



Letter Of Intent (LOI)

Ref No: SOCT/LOI/ET

Date: 15-10-2018

Name: Jaya Maheedhar Manthripragada

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Jaya Maheedhar Manthripragada,

Sub: Selection as Engineer Trainee - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as Engineer Trainee in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in Jan/May 2019 and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within 3 days of receiving the LOI, provide a confirmation of your joining the Sponsored Training in Jan/May 2019 on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within 3 weeks, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed 3 Weeks prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of 3 years from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("Bond Period").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place: Nalgonda
 Date: 17/10/18

Name: M. Jaya Maheedhar
 Signature: *[Signature]*

Provide

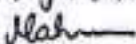
- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) per annum to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as Engineer on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place: Nalgonda
Date: 17/10/18

Name: M. Jaya Maheshwar
Signature: 



You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, **3 Weeks** prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Jaya Maheedhar Manthripragada Signature: Ilah

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in **Jan/May 2019*** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.

*Please place a tick mark on whichever choice you would like to proceed with.



Place: Nalgonda
Date: 17/10/18

Name: M. Jaya Maheedhar
Signature: Ilah



Strictly Private and Confidential

06-Mar-2019

423

2018-19

Gaddam Karthik Reddy

H.no:02-190/A/2/27&28;Green Park Avenue, Suchitra circle.

8686839444

Dear Gaddam,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate**Career Level - Career level - 12****Talent Segment - Software Engineering**

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under;

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program, if you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

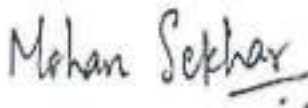
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]



Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 26-03-2019

Name: MOHAMMED NOMAN JUNAID

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear MOHAMMED NOMAN JUNAID,

Sub: Selection as Engineer Trainee - Regarding

160115785148

ECE-3

425

2018-19

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) ("Training Program") which is being conducted by VEDA IIT. After the successful completion of the said Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as Engineer Trainee in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Training Program in May 2019 and you are expected to join this batch and need to complete all joining formalities. However, schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT. If you have been selected from the AP region for Logic Design domain, your training center will be at Amaravati.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within 3 days of receiving the LOI, provide a confirmation of your joining the Training Program in May 2019 on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company.
- Within 3 weeks, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed 3 Weeks prior to joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of the on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of 3 years (or such extended period as agreed) from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("Bond Period").

Place: Hyderabad

Date: 28/03/2019

Name: Mohd. Noman Junaid

Signature:

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by way of an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 5,00,000/- (Rupees Five Lakhs only) in the format provided by the Company.

Upon a specific request from you, the Company may, at its discretion, provide you with the option of submitting the following instruments as security valid for the Bond Period:

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s)/other legally valid instruments for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only); and
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody for the Bond Period.

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as Engineer on the rolls of the Company. It is further clarified that your eligibility for the CTC for the next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with the Company's customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and the Company's representative on or prior to the day of joining the employment as Engineer Trainee as may be required by the Company.
- At the time of joining the Company and during your service with the Company you may be deployed to work in any of the offices of the Company in different locations or at customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.



Place: Hyderabad
Date: 28/03/2019

Name: Mohd. Norman Tunaïd
Signature:

You will be issued an appointment letter with a start date of your employment on the successful completion of the Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on its part.

As stated above, you are requested to consent your acceptance to this LOI within 3 Days to the undersigned, failing which this offer of Training Program and subsequent employment as Engineer Trainee with the Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, post-dated cheques/other legally valid instruments and the Certificates, as applicable, atleast 3 Weeks prior to the commencement of the Training Program failing which you will not be considered eligible to join the best-in-class industry oriented training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory


This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: MOHAMMED NOMAN JUNAID

Signature: 

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing in May 2019 after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates, as applicable within the stipulated time-frame.

Place: Hyderabad
Date: 28/03/2019

Name: Mohd Noman Junaid
Signature: 



Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 26-03-2019

Name: Nikhil Bestha

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Nikhil Bestha,

Sub: Selection as Engineer Trainee - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** ("Training Program") which is being conducted by VEDA IIT. After the successful completion of the said Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Training Program in **May 2019** and you are expected to join this batch and need to complete all joining formalities. However, schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT. If you have been selected from the AP region for Logic Design domain, your training center will be at Amaravati.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Training Program in **May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company.
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of the on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** (or such extended period as agreed) from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("Bond Period").

Place: Hyderabad
 Date: 26/03/2019

Name: Nikhil Bestha
 Signature: B@nikhil

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by way of an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of **Rs. 5,00,000/- (Rupees Five Lakhs only)** in the format provided by the Company.

Upon a specific request from you, the Company may, at its discretion, provide you with the option of submitting the following instruments as security valid for the Bond Period:

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of **Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only)** in the format provided by the Company; and
- ii. post-dated cheque(s)/other legally valid instruments for an aggregate amount of **Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only)**; and
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "**Certificates**") to the Company, for safe custody for the Bond Period.

During the on-the-job training with the Company, you will be paid a CTC in the range of **Rs. 3,00,000 (Rupees Three Lakhs) to 3,60,000 (Rupees Three Lakhs Sixty Thousand)** per annum based on your performance during the training program and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as **Engineer** on the rolls of the Company. It is further clarified that your eligibility for the CTC for the next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with the Company's customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and the Company's representative on or prior to the day of joining the employment as Engineer Trainee as may be required by the Company.
- At the time of joining the Company and during your service with the Company you may be deployed to work in any of the offices of the Company in different locations or at customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.



Place: Hydrabad
Date: 26/03/2019

Name: Nikhil Bestha
Signature: B. @Nikhil

You will be issued an appointment letter with a start date of your employment on the successful completion of the Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on it's part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Training Program and subsequent employment as Engineer Trainee with the Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, post-dated cheques/other legally valid instruments and the Certificates, as applicable, atleast **3 Weeks** prior to the commencement of the Training Program failing which you will not be considered eligible to join the best-in-class industry oriented training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Nikhil Bestha Signature: *B@nikhil*

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing in **May 2019** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates, as applicable within the stipulated time-frame.

Place: *Hyderabad*
Date: *26/03/2019*

Name: *Nikhil Bestha*
Signature: *B@nikhil*



Offer: Computer Consultancy
Ref: TCSL/DT20184584389/Hyderabad
Date: 26/07/2019

Mr. Nikhil Madhunala
28/4Kokapet,
Near Gram Panchayath,
Hyderabad-500075,
Telangana.
Tel# -

Dear Nikhil Madhunala,

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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184584389

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, Plot Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

TCS Career Service Line: 1 800 209 3111 Email: careers@tcs.com

Deloitte

428

CCB

**Deloitte Consulting India
Private Limited**
Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

Mr. Nirnay Reddy Pillapalem
8-2-603/M /19, Mithila Nagar
Banjara Hills Road No 10,
Hyderabad - 500034

160115735153
ECE-3
2018-19

Subject: Offer of Employment

Dear Nirnay Reddy Pillapalem:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Nirnay Reddy Pillapalem, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

Authorized Signatory

Mr. Nirnay Reddy Pillapalem

Acceptance

I, **Nirnay Reddy Pillapalem**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date

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HRD/3T/19-20/12669050

July 09, 2019

Mr. Rajamallareddy Bakkammagari
Candidate ID: 12669050
9-68/1,Road No:7,
Vidyanagar Colony
Sangareddy - 502001
Telangana
India
Ph: (91) 83281 57012

ECE

160115735154
ECE-3
2018-19

Dear Rajamallareddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



rohith ramesh <rohithramesh2@gmail.com>

FW: Your First day with us in Wells Fargo_CBIT_reschedule

Pravin.K.H@wellsfargo.com <Pravin.K.H@wellsfargo.com>

Wed, Jan 23, 2019 at 10:58 AM

Hello CBIT Student,

Please note the change in your date of joining. Owing to your examinations, we have rescheduled your date of joining, please do take note of it.

431

160115735157

R. Rohith
ECE-3



Together we'll go far



Your first day with us isn't far away!

2018-19

Your first day at Wells Fargo is not far away. Our preparations for you are underway and we're looking forward to your day of joining. We'd like to give you an overview on your joining process.

1. Your date of joining: **04th Feb 2019.**
2. Reporting location: Hyderabad
3. Reporting time: 8.30 AM
4. Carry the following documents on your day of joining:
 - o Hard copy of this email for immediate reference.
 - o Six latest passport-size photographs.
 - o Copy of the PAN (permanent account number) Card/ Aadhaar card, self-attested
 - o Education certificates of X, XII and mark sheets of the current degree, issued as of current semester.
 - o Original copy of Internship request letter (sample format sent in the previous mail)
 - o Recommendation letter from College (sample format sent in the previous mail)

Human Resources Team

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Deloitte.

ECE

**Deloitte Consulting India
Private Limited**

Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

06/21/2019

Mr. Ronithraj Koppulapalli
1-8-41/2/204, Chiranjeevi Nilayam
Street Number 11, Chikkadpally,
Hyderabad - 500020

1601 1573 5158
ELE-3
2018-19

Subject: Offer of Employment

Dear Ronithraj Koppulapalli:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential



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Date: 17-09-20

Dear Placement Officer,

(Name of College) **CBIT, HYDERABAD**

We are pleased to inform that the following students have been provisionally selected from your esteemed college during the campus drive.

Please note that these students should continue to maintain an overall percentage of 75% or CGPA of 7.5/10 without any backlog in any of the semesters in order for this offer to be valid. The work location will be intimated to them closer to their joining date.

Sl.No	Candidate Name	Gender	Qualification	Branch
1	DIUYA BANJA	F	B.E	ECE-3
2	MEGHANA MEKALA	F	B.E	ECE-3
3	DEMULA SWAPNA	F	B.E	ECE-2
4	GADE SAI KIRAN	M	B.E	EEE-2
5	KAIPALLI LIMBADRI	M	B.E	ECE-2
6	D. DEEPAK RAYA	M	B.E	ECE-2
7	DEEPA MANIKANTA	M	B.E	EEE-2
8	MANISH KUMAR.T	M	B.E	ECE-2
9	MASIZZAMA MOHD	M	B.E	ECE-3
10	DISHWA TEJA.T	M	B.E	ECE-3
11	SHIVA KRISHNA.A	M	B.E	ECE-3
12	AKHIL SARRANI	M	B.E	ECE-3
13	SAI CHARAN.B	M	B.E	ECE-3
14	AKHILA TAKKA.M	F	B.E	IT-2
15	THATI KADYA	F	B.E	CSE-2

For College:

Placement Officer Name: **DR. N L N REDDY**
Signature: **TRAINING & PLACEMENT OFFICER**
CBIT, GANDIPET, HYD.
Cell: 98494 65587.
E-mail: nlnreddypo@gmail.com

For Tata Elxsi Limited

Name: **KRISHNA SIMHARA**
Signature: **N.S. Krishna**

TATA ELXSI

Tata Elxsi Limited

Registered Office: ITPB Road, Whitefield, Bangalore 560 048, India

Tel: +91 80 2297 9123 Fax: +91 80 2841 1474 www.tataelxsi.com

(CIN-L85110KA1589PLC099681)

DR. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849465587

E-mail: placements@cbit.ac.in

434

HRD/3T/19-20/12669356

Mr. Sai Charan Reddy Battula
Candidate ID: 12669356
Plot No 35, Rd No 71,
Navanirmannagar Colony, Jubilee Hills
Hyderabad - 500033
Telangana
India
Ph: (91) 95157 23859

July 09, 2019

16011573 5160
ECE-3
2018-19

SCB

Dear Sai Charan Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Branch - ELE

Rollno- 160115735163

2018-19

Deloitte.

436

**Deloitte Consulting India
Private Limited**
Deloitte Tower 1, Survey No. 41,
Gachibowli Village, Ranga Reddy
District,
Hyderabad - 500 032

Tel: +91 040 67621000
www.deloitte.com

06/24/2019

Mr. Y.Sai Krishna Vaideek
Vedaangan,12-2-823/B/61
LT Colony, Mehdiapatnam,
Hyderabad - 500028

Subject: Offer of Employment

Dear Y.Sai Krishna Vaideek:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential

and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Y.Sai Krishna Vaideek, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Anuradha Pandey
855486910575429

Authorized Signatory

437



HRD/3T/19-20/12669108

September 5, 2019

Mr. Sai Nikhil Vandanapu
Candidate ID: 12669108
2-3-246,247/7, Abhirama Koppu Towers
Sunder Talkies Road
Khammam - 507003
Telangana
India
Ph: (91) 91005 87675



Dear Sai Nikhil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 15-10-2018

Name: SAI NIRANJAN KARTHIK MULUGU

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear SAI NIRANJAN KARTHIK MULUGU,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Embedded System Design Engineering (Embedded Software Development/System Engineering)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in **Embedded System Design Engineering (Embedded Software Development/System Engineering)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place:
Date:

Name:
Signature:

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 2,50,000 (Rupees Two Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 2,80,000 (Rupees Two Lakhs Eighty Thousand) per annum to 3,40,000 (Rupees Three Lakhs Forty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as **Engineer** on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place:

Date:

Name:

Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, **3 Weeks** prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: SAI NIRANJAN KARTHIK MULUGU Signature: _____

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in **Jan/May 2019*** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.

*Please place a tick mark on whichever choice you would like to proceed with.



Place:
Date:

Name:
Signature:



Sai Pratheek <saipratheekreddykasarla@gmail.com>

Joining Date & Location Details

1 message

Vanaja Lakshmi Gudibandi <vanajalakshmi.g@algonox.com>

Sat, Sep 17, 2022 at 2:36 PM

To: Sai Pratheek <saipratheekreddykasarla@gmail.com>

Cc: Dileep Annavarapu <dileep.a@algonox.com>

Dear Pratheek,

We are all really excited to welcome you to our team! As agreed, your start date is 19-09-2022. We expect you to be in our offices by 10.30 AM.

If you have any questions prior to your arrival, please feel free to email or call me and I'll be more than happy to help you.

Once again, congratulations, we are lucky to have you join us! We look forward to meeting you on your first day.

Office Address:

Unit-D, T-Square building,
Spaces n more biz park,
Kavuri Hills, Madhapur,
Hyderabad, India - 500 033

Link: <https://www.google.com/maps/place/Algonox+Technologies+Pvt.+Ltd./@17.435097,78.3921406,17z/data=!3m1!4b1!4m5!3m4!1s0x3bcb915abd6a8b8b:0x96ac851bc4aafca1!8m2!3d17.4350944!4d78.3943332>

Contact Person: Vanaja

--

Regards,**Vanaja G****HR Specialist****AlgonoX Technologies****Mob: 8074773135**

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Letter Of Intent (LOI)

Ref No: SoCT/LOI/ET

Date: 15-10-2018

Name: SHIVA KRISHNA ADIGOPPULA

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear SHIVA KRISHNA ADIGOPPULA,

Sub: Selection as Engineer Trainee - Regarding

2018-19

Roll NO: 160115735168

NAME: ADIGOPPULA SHIVA KRISHNA

BRANCH: B-E, ECE-III

Email id: shiva.adigopula@gmail.com

phone no: 8499973543

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place:
Date:

Name:
Signature:

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) per annum to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as **Engineer** on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place:

Date:

Name:

Signature:





Handwritten signature/initials

Nln Reddy <nlnreddypo@gmail.com>

OPPO R&D center Hyderabad campus hiring -Chaitanya Bharathi Institute of Technology

ramya.kvv@oppo.com <ramya.kvv@oppo.com> Wed, Mar 13, 2019 at 6
To: nlnreddypo <nlnreddypo@gmail.com>, "ronithraj.k" <ronithraj.k@gmail.com>
Cc: yumiaoyuan <yumiaoyuan@oppo.com>, "binglun.zhu" <binglun.zhu@oppo.com>, "tasleem.arif" <tasleem.arif@oppo.com>, "vijay.kumar" <vijay.kumar@oppo.com>, "amit.vikram" <amit.vikram@oppomobile.co>

Dear CBIT Coordinator,

Please find the shortlisted candidates list and inform them to join the Technical interview & HR interview tomorrow 10.30am.

I hope your students pay more attention & respect to the guests to visit again for the placement drive in future.

Short listed students List:

- Sarvesh Babu
- Y. Kiran
- T. S. U Krishna
- G Harsh
- S Vishal
- R. Vandana
- K Shrisha
- N. Sriram
- M. Vishal
- G Ravina
- M. Prashant
- K Sriraj

3 LBA

Venue Deatils:

5th Floor, Building No.9, Mindspace,
HITEC City, Madhapur, Hyderabad – 500081
www.oppo.com

Handwritten signature
Dr. N L N REDDY
Director-CDC
CBIT, Gandipet, Hyd.
Cell: 9849468587
E-mail: placements@cbit.ac.in

Warm Regards,

Ramya KVV

HR department

E ramya.kvv@oppo.com

OPPO Mobiles India Pvt. Ltd.

5th Floor, Building No.9, Mindspace,
HITEC City, Madhapur, Hyderabad – 500081

www.oppo.com

forward to print

HOE ECE, Madhu

Pin ECE

137

Sent by Mee

HRD/CR/2021/07/1067328

July 05, 2021

Adarsh Sukumaran Attupurath
Emp. No. 1067328
CIS

Dear Adarsh,

As we find ways to keep up with these changing times, let's take a moment to reflect upon and appreciate some of the great work we have delivered as an organization. Our wins would not have been possible without you. We thank you for your unparalleled support and efforts to overcome the current challenges and ensure success in all aspects. At Infosys, we strive towards ensuring that you find meaning and purpose, both professionally and personally, while building this transforming enterprise, learning continuously, and moving onwards and upwards. You play a pivotal role in the long-standing relationships we've built over the years with our clients and are a key pillar of this organization.

We are pleased to revise your compensation in acknowledgment of your commitment and performance with effect from **July 01, 2021**.

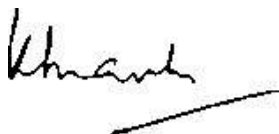
The revised compensation is:

**Total Gross Salary: INR 1,37,465/- per
month**

All other terms and conditions of your employment remain unchanged.

As we continue to grapple with these unprecedented times and consistently reimagine the way we work and live, we look forward to your support and commitment to deliver impact outcomes to our clients and the world around us!

Best regards,



Shankar Krishnamurthy
EVP and Group Head – Human Resources

Emp. No. 1067328
Role Designation: Systems Engineer
PL: 3
Unit: CIS

ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY Amount (in INR per month)	REVISED SALARY Amount (in INR per month)
Fixed Salary		
Basic Salary	46,978/-	77,976/-
Basket of Allowances	22,291 /-	39,827 /-
Bonus / Ex-Gratia	11,667 /-	19,662 /-
Retirement Benefits		
Provident Fund	2,609 /-	4332/-
Gratuity	1,284 /-	1,898/-
Total Fixed Salary	80,936 /-	1,37,465/-
TOTAL GROSS SALARY	90,936 /-	1,57,465 /-
TOTAL GROSS SALARY (per annum)	9,71,232/-	1,649,580/-

Basket of allowance includes HRA, LTA, Medical, Children's Education, and Transport Allowance.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.



HRD/3T/19-20/12669354

Mr. Trivedh Audurthi
Candidate ID: 12669354
7-1-629/B, Mankammathota

Karimnagar - 505001
Telangana
India
Ph: (91) 86864 65811



July 09, 2019



Dear Trivedh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

2018-19

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1987PLC001312
44, Infosys Avenue
Electronics City, Hosur Park
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 02:12:23 +05:30
Reason: Offer Letter
Location: Bangalore

A. Trivedh
DEPT: ECE

Roll.No: 160115735174

HRD/3T/19-20/12669354

July 09, 2019

Mr. Trivedh Audurthi
Candidate ID: 12669354
7-1-629/B, Mankammathota

Karimnagar - 505001
Telangana
India
Ph: (91) 86864 65811

Dear Trivedh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 06, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

A. Trivedh

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

A. Trivedi

HRD/3T/19-20/12669198

July 31, 2019

Mr. Uma Mahesh Banakari
Candidate ID: 12669198
H.No:3-16-108/4/7/A, Street No-06,
Kamakshipuram, Ramanthapur
Hyderabad - 500013
Telangana
India
Ph: (91) 99514 78397

447

2018-A

Dear Uma Mahesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

M V N VISHNU ARUN
ECE (1601-15-735-177)
Ph no:- 9492183949
mail:- mvnvarun@gmail.com

Infosys[®]
Navigate your next

HRD/3T/19-20/12669361

July 09, 2019

Mr. Vishnu Arun Maddali
Candidate ID: 12669361
H.No G-4, Vaishnavi Residency,
Brundavan Colony
Hyderabad - 500085
Telangana
India
Ph: (91) 94921 83949

gce
449

2018-19

Dear Vishnu Arun,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 06, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

T. VISHWA TEJA
Gmail

Branch: ECE
Roll no: 16015735178
Vishwa Teja <vishwatejathangalapalli@gmail.com>

Pre-Connect : Link and Log in details

1 message

Campus Elxsi <campus_elxsi@tataelxsi.co.in>
Reply-To: "campus@tataelxsi.co.in" <campus@tataelxsi.co.in>
To: Campus Elxsi <campus_elxsi@tataelxsi.co.in>

7 June 2019 at 16:10

Dear Candidate

450

2018-19

Please find below the link and login details to the Pre-Connect portal.

<https://pre-connect.tataelxsi.co.in:9443/preconnect/login.php>

Email Id : Use the same email address where you have received this email [Ex : If you receive this email at abcd@gmail.com , then login using abcd@gmail.com]

Password : Preconnect@123

Regards,

Learning and Development Team

ITPB Road Whitefield, Bangalore 560 048

Email: campus_elxsi@tataelxsi.co.in

From: Learning & Development Team [mailto:campus_elxsi@tataelxsi.co.in]
Sent: 07 June 2019 14:19
Subject: Ride World Class with Tata Elxsi | Welcome to the Pre-connect Programme

Dear Candidate

On behalf of Tata Elxsi, the Learning and Development team would like to welcome you to the pre-connect programme. This programme offers you access to training content on basic programming skills like OS concepts & Linux, C, C++ and Python programming languages.

The pre-connect portal hosts the course curriculum, content and links to eLearning courses. The course takes a maximum of **45 days** to complete.

Apart from digital training content we will periodically host **virtual training sessions** to guide you around navigating the course and answer technical questions. The details will be available under the Calendar Menu of the pre-connect portal.

Pre-connect Programme Outline



You will have to meet the below academic eligibility criteria before you join Tata Elxsi

- ✓ 80% or 8.0 CGPA and above in 10th Grade
- ✓ 80% or 8.0 CGPA and above in 12th Grade / Diploma of any discipline
- ✓ 75% or 7.5 CGPA and above in B.E/B.Tech (**PDC is mandatory at the time of joining Tata Elxsi**)
- ✓ You should have cleared all papers / subjects in your B.E / B.Tech course in a single attempt throughout the eight semesters (No backlogs).

In the next few hours you will receive the pre-connect portal link with registration details. In case you have any queries, please reach out to us at campus_elxsi@tataelxsi.co.in

Happy learning!

Regards,

Learning and Development Team

ITPB Road Whitefield, Bangalore 560 048

Email: campus_elxsi@tataelxsi.co.in

Disclaimer: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited. Email transmission cannot be guaranteed to be secure or error-free, as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender, therefore, does not accept liability for any errors, omissions or contaminations in the contents of this message which might have occurred as a result of email transmission. If verification is required, please request for a hard-copy version.

Happy learning!

Regards,

Learning and Development Team

ITPB Road Whitefield, Bangalore 560 048

Email: campus_ebxi@tataelxsi.co.in

Disclaimer: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited. Email transmission cannot be guaranteed to be secure or error-free, as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender, therefore, does not accept liability for any errors, omissions or contaminations in the contents of this message which might have occurred as a result of email transmission. If verification is required, please request for a hard-copy version.

Branch :- ECE

Roll No. :- 160115735179

ZF India Technology Center

451

2018-19

To Yahdidya Narmala

Dept. Human Resource.
From Devanand Chavan
Phone +91 73375 39396
E-mail devanand.chavan@zf.com

Date 1 Feb 2019

Sub: Letter of Intent

Dear Yahdidya Narmala

We are pleased to inform you that you have been selected for the position of "Engineer" to be based at ZF India Technology Center, ZF India Pvt. Ltd, Hyderabad.

We would like to make you an offer of CTC INR 4, 25,000 (Rupees Four Lakhs Twenty Five Thousand per annum). Your joining date would be on or before 22 July 2019. You will be eligible to participate in the regular yearly merit in 2020 (for the performance period of Jan-Dec 2019). Please find attached the detailed distribution of the offer.

Kindly send us a signed scanned copy of your acceptance letter by 1 Feb 2019

If you have, any queries feel free to revert via email or call us.

Wish you all the best!

Sincerely
For ZF India Private Limited


Raghav Gulur
Managing Director


Devanand Chavan
Senior Manager TA

In agreement:

(_____)
Name:

Date:

Place:



Annexure

W.E.F - 22nd July 2019		
Name :		
Position : Engineer		
Components	Monthly	Yearly
Basic (40% of gross)	11,861 INR	1,42,337 INR
HRA (house/rent allowance; 50% of basic)	5,931 INR	71,169 INR
Conveyance (transportation; fixed amount)	1,600 INR	19,200 INR
Medical (fixed amount)	1,250 INR	15,000 INR
Education (fixed amount)	200 INR	2,400 INR
LTA (10% of basic; Travel allowance, by providing invoice, tax reduction)	1,186 INR	14,234 INR
Adhoc allowance	7,625 INR	91,504 INR
Total Gross	fix	3,55,843 INR
Employers Contribution to Provident Fund 12% of Rs 15000/-	1,800 INR	21,600 INR
Bonus		11,000 INR
Gratuity (4.85% of basic; after 5 years could be withdrawn by employee)		5,903 INR
Subtotal annual payment	fix	39,503 INR
Total fix CTC (Cost to Company)	fix	3,95,346 INR
Year end performance Incentive (variable)		29,654 INR
Total CTC per annum		4,25,000 INR
About LTA (Options available to employees)		
• Option - I: LTA to be paid out on monthly basis		
• Option - II: LTA to be paid out on annual basis		

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July 09, 2019

HRD/3T/19-20/12669193

Mr. Yaswanth Sai Ibathula
Candidate ID: 12669193
5-60, Sanjay Nagar,
Laxmidvipalli, Kothagudem
Kothagudem - 507101
Telangana
India
Ph: (91) 73823 43015



16011573 5180
ECE-3
2018-19

Dear Yaswanth,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Roll no:- 1601-15-735-302

Infosys
Navigate your next

Dept:- ECE

mobile no:- 9700129229

Email Id:- Sandeeppebberu004@gmail.com



HRD/3T/19-20/12669622

Mr. Sandeep Goud Pebberu
Candidate ID: 12669622
H.No 9-1-34/15/32,

September 5, 2019

Hyderabad - 500008
Telangana
India
Ph: (91) 97001 29229

454

2018-19

Dear Sandeep Goud,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:56 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669622

September 5, 2019

Mr. Sandeep Goud Peberu
Candidate ID: 12669622
H.No 9-1-34/15/32,

Hyderabad - 500008
Telangana
India
Ph: (91) 97001 29229

Dear Sandeep Goud,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: U55110KA1881PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sandeep Goud Peberu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margia Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Sandeep Goud Pebberu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



ANNEXURE - III

NON-COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a #Customer#).

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any Offer of Employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any Offer of Employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place:

Employee Signature:

Date:

Employee Name:

Acknowledged by Infosys Limited:

17-Dec-2019

Dear Anjali Gummadavelli,
B.E / B.Tech, Electronics and Communication Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 13776778

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name:	Anjali Gummadavelli	Designation:	Programmer Analyst Trainee
--------------	---------------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



HRD/3T/19-20/12669297

455

Karnakanti Ramya,
1601-15-A 95-304
Branch: ECE
9515087395

September 5, 2019

ramyakarnakar11@gmail.com

2018-19

Ms. Ramya Karnakanti
Candidate ID: 12669297
H.No 46-5-244,
Kachibugga
Warangal - 506002
Telangana
India
Ph: (91) 95150 87395

Dear Ramya,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:14 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669297

September 5, 2019

Ms. Ramya Karnakanti
Candidate ID: 12669297
H.No 46-5-244,
Kachibugga
Warangal - 506002
Telangana
India
Ph: (91) 95150 87395

Dear Ramya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 14, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Ramya Karnakanti
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
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TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Ms. Ramya Karnakanti
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
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3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



**Letter Of Intent (LOI)**

Ref No: SoCT/LOI/ET

Date: 16-10-2018

Name: Mounca Vaddepally

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Mounca Vaddepally,

Sub: Selection as **Engineer Trainee** - Regarding

ECE-1

2018-19

456

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing **Sponsored Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design)** which is being conducted by VEDA IIT. After the successful completion of the said sponsored training program that is likely to take 6 months, you will be offered employment as **Engineer Trainee** in the Company. Depending on the business requirements of the Company, the actual domain of work/location may change subsequently.

VEDA IIT is expected to schedule the Sponsored Training Program in **Jan/May 2019** and you may indicate your preference regarding which of these batches you wish to join on the last page of this document. Schedules given are tentative and are subject to change at the discretion of the Company and VEDA IIT.

After successful completion of the Sponsored Training Program as per the assessment criteria laid out by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LOI, provide a confirmation of your joining the Sponsored Training in **Jan/May 2019** on a date scheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LOI in the footer column and send the same to the Company .
- Within **3 weeks**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

II. Formalities to be completed **3 Weeks** prior to joining the Sponsored Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Sponsored Training Program in **Digital Engineering (Logic Design/Physical Design/Std Cell Design)** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. The Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LOI and other agreements, as may be required, you hereby agree to serve the Company for a minimum period of **3 years** from the date of employment as Engineer Trainee excluding unauthorized leave, leave without pay and study leave, if any ("**Bond Period**").

In order to provide an assurance of employment during the Bond Period, you are hereby required to secure the Company by fulfilling the following formalities.

Place:

Date:

Name:

Signature:

VEDA IIT

Name: Vaddepally Mounca

Roll No: 1601-15-735-305

Date: ECE

Provide

- i. an upfront bank guarantee which shall be valid for the Bond Period for an aggregate amount of Rs. 1,50,000 (Rupees One Lakh Fifty Thousand only) in the format provided by the Company; and
- ii. post-dated cheque(s) for an aggregate amount of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousand only).
- iii. original certificates including marks lists/consolidated marks memo (CMM), original degree certificates, any related provisional certificates, Xth and Intermediate certificates (collectively, the "Certificates") to the Company, for safe custody

During the on-the-job training with the Company, you will be paid a CTC in the range of Rs. 3,00,000 (Rupees Three Lakhs) per annum to 3,60,000 (Rupees Three Lakhs Sixty Thousand) per annum based on your performance during the training program at VEDA IIT and subsequent assessment by the Company, if any. After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance meets or exceeds the expectations of the Company, you will be absorbed as Engineer on the rolls of the Company. It is further clarified that your eligibility for the CTC/next salary band shall be subject to the fulfillment of the criteria set out by the Company to 'meet or exceed performance expectations' and as may be assessed by the Company from time to time. In the event that you are not meeting the expectations, your movement to the next salary band shall get delayed by the commensurate time it takes for you to meet these expectations.

III. Certain other joining formalities and employment conditions to be fulfilled are set out below:

- As part of the employment, you will also be required to sign three other agreements, namely, (i) a business protection agreement setting out the terms for data protection; (ii) a non-solicitation agreement that binds you not to take employment with customer companies during the employment period and for 1 year after employment; (iii) an agreement which sets out the terms and conditions to be fulfilled during the Bond Period and which shall be executed on a non-judicial stamp paper of Rs. 100/-; and (iv) an employment agreement which shall contain the detailed terms and conditions for employment. The said agreements are to be signed by you and representative on the day of joining the employment as Engineer Trainee.
- At the time of joining the Company and during your service in the Company you may be deployed to work in any locations of the Company. During your service in the Company, depending on the project requirements and demands you may be placed at different locations of the office or at customer locations or at those of affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

Place:
Date:Name:
Signature:

You will be issued an appointment letter with a start date of your employment on the successful completion of the Sponsored Training Program.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving our global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on part.

As stated above, you are requested to consent your acceptance to this LOI within **3 Days** to the undersigned, failing which this offer of Sponsored Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of the LOI, you are required to submit the bank guarantee, **3 Weeks** prior to the commencement of the Sponsored Training Program failing which you will not be considered eligible to join the best-in-class industry oriented sponsored training program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Mounca Vaddepally Signature: _____

I have read and understood the terms of this LOI and willingly accept the terms and conditions herein and give my consent to join the Sponsored Training Program commencing in **Jan/May 2019*** after submitting the bank guarantee and the post-dated cheques/other legally valid instruments along with Certificates within the stipulated time-frame.

*Please place a tick mark on whichever choice you would like to proceed with.

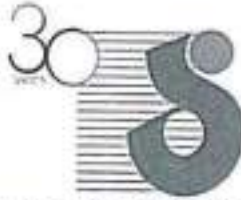


Place:

Name:

Date:

Signature:



SHRO SYSTEMS PRIVATE LIMITED

An ISO 9001:2015 Certified Company

Head Office: 11B4/4 "Shreenath Plaza" Dnyaneshwar Paduka Chowk, F.C. Road, Shivajinagar, Pune-411005, Maharashtra. Branch Offices: Mumbai | Goa | Bangalore
Tel: (020) 41084444, 25532244, 25531853 E-mail: info@shrosystems.com, Website: www.shrosystems.com CIN No.: U72200PN2000PTC14446

K. shirisha
160115735308 (ECF)
9177 851873
shirishakale@gmail.com
2016-2017 batch
2018-19

Date: 24.02.2020

To,
Ms.K Shirisha

Permanent Address:-

H.No 3-52, (Vi) Ramchandrapur, (M/D) mahabubnagar, State Telangana Pin code- 509204

Current Address:-

Hno 4-43/ A, Premnagar Colony, new hafeezpet Hyderabad 500049

Appointment letter

Dear K Shirisha,

We have pleasure in appointing you as Desktop Support Engineer for Support Department in our organization, effective from 10.02.2020 on the following terms and conditions:

1. Placement & Compensation

You will be placed in the appropriate band / responsibility level of the Company and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure "A". Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. Posting & Transfer

Your initial posting will be at "HSBC-Hyderabad". For the period of One Year However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. Probation:

That you will be on probation for a period of Three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

4. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

CELEBRATING 30 YEARS

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ANNEXURE 'A': COMPENSATION DETAILS (Salary & applicable benefits)

Name : Ms. K Shirisha
 Designation : Desktop Support Engineer
 Date of joining : 10.02.2020
 Location : Hyderabad
 a) Remuneration:

Ms.K Shirisha -DOJ-10-Feb-20-HSBC Hyderabad		
Particulars	Amount Rs./- (Monthly)	Amount Rs./- (Yearly)
A) Fixed Component		
Basic	13,000.00	1,56,000.00
HRA	650.00	7,800.00
Education Allowance	200.00	2,400.00
Special Allowance	1,189.54	14,274.48
Fixed Gross	15,039.54	1,80,474.48
c) Total Deductions		
PF 12% employee	1,726.74	20,720.94
ESIC 0.75%	117.80	1,353.56
Professional tax	200.00	2,500.00
Sub Total C	2,039.54	24,574.50
Net Salary Payable	13,000.00	1,55,899.98
B) Benefits		
PF 13.61% employer	1,958.42	23,501.00
ESIC 3.25%	488.79	5,865.42
Gratuity		7,500.00
Personal Accident		200.00
Sub Total B	2,447.20	37,066.42
Total Salary	18,128.41	2,17,540.90
Variable		
Variable Pay		
Total Cost to Company		2,17,540.90

Note:

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
 - Applicable tax would be borne by the employee.



SHRO SYSTEMS PRIVATE LIMITED

An ISO 9001:2015 Certified Company

Head Office: 1184/4 "Shree Nath Plaza" Dnyaneshwar Paduka Chowk, F.C. Road, Shivajinagar, Pune- 411005, Maharashtra. Branch Offices : Mumbai | Goa | Bangalore
Tel: (020) 41084444, 25532244, 25531853 E-mail : info@shrosystems.com, Website : www.shrosystems.com CIN No.: U72200PN2000PTC14448

Date: 24.02.2020

To,
Ms.K Shirisha

Permanent Address: -

H.No 3-52, (Vi) Ramchandrapur, (M/D) mahabubnagar, State Telangana Pin code- 509204

Current Address: -

Hno 4-43/ A, Premnagar Colony, new hafecapet Hyderabad 500049

Appointment letter

Dear K Shirisha,

We have pleasure in appointing you as Desktop Support Engineer for Support Department in our organization, effective from 10.02.2020 on the following terms and conditions:

1. **Placement & Compensation**

You will be placed in the appropriate band / responsibility level of the Company and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure "A". Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. **Posting & Transfer**

Your initial posting will be at "HSBC-Hyderabad". For the period of One Year However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. **Probation:**

That you will be on probation for a period of Three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

4. **Full time employment**

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

CELEBRATING 30 YEARS



HRD/3T/20-21/1000506548

Ms. Vandana Ramagiri
Candidate ID: 1000506548
14-27/1
Gopawada Luxettipet, Mancherial District
Luxettipet - 504215
Telangana
India
Ph: (91) 90308 27369

August 10, 2020

Dear Vandana,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2020.08.10 11:57:20 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/20-21/1000506548

August 10, 2020

Ms. Vandana Ramagiri
Candidate ID: 1000506548
14-27/1
Gopawada Luxettipet, Mancherial District
Luxettipet - 504215
Telangana
India
Ph: (91) 90308 27369

Dear Vandana,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **August 24, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting (“work location”) would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure – II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2020 - 21** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - III for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/Member/Employee of any other organization/entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining..

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Vandana Ramagiri
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES (HRA, LTA, Children's Education Allowance, Miscellaneous Allowance)	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Vandana Ramagiri
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES (HRA, LTA, Children's Education Allowance, Miscellaneous Allowance)	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

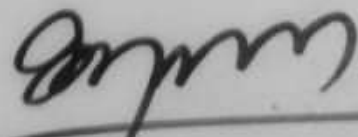


భారత్ ఎలక్ట్రానిక్స్
BHARAT ELECTRONICS



Name R. SRAVANI

No. : APP-2113


Chief of Security

Date of Issue 19-02-21

Serial No. T 485

Valid upto 18-02-22

Blood Group B⁺

Identification Marks A mole
on Lf Little Fingure

Allergies -

(Off) : -

(Res) : 9550644945

991 472 06 1620

Holder's Signature

BHARAT ELECTRONICS LIMITED

I.E. Nacharam, Hyderabad - 500 076.

(A Govt. of India Enterprises, Ministry of Defence)



RS PR

Team Solutions

Part. Ltd

Date: 31-Jul-2020

To,

Mr. Chennagari Sanjeeva
Employee ID: HTSF64965
Add: H.NO 5-6-51 Pata Palamoor Mahbubnagar Telangana_509001

I

SUBJECT: FIXED TERM APPOINTMENT LETTER

Dear Mr. Chennagari Sanjeeva,

This has reference to your application and subsequent discussions we had with you. One of our clients engaged in essential services required manpower to cater the business demand during the period of restrictions imposed by the government. We are pleased to appoint you as **LM sorter Executive** on contractual basis for a fixed period of 30 days/ months on salary as detailed in Annexure-1, on the following terms and conditions:

- 1 Your appointment is being made purely on contractual basis commencing from **31-Jul-2020** for 30 days/ months which will automatically come to an end on **31-Aug-2020** without any notice or compensation.
- 2 Since your appointment is being made for a specified fixed period and purpose of executing delivery of essential goods during the COVID-19 pandemic on pro rata daily wages, you will neither have any right nor a lien on the job held by you. You will be paid pro rata daily wages only for the days that you report for work. You will not be entitled to any wages for the days that you have not worked, whatsoever the reason be including but not limited to Government restrictions/ civil / social disturbance.

Ref No. 216496

Private & Confidential

Date: 14 November 2018

Ms. Pranuthi Kota,
1-15/43, Value Homes, Kaloji Nagar,

Karimnagar - 505451

Dear Pranuthi Kota,

mail: - 333sonypranu98@gmail.com

Branch: - ECE-1

Phone: 7396846463

Roll no: 16015735312

461

2018-19

Subject : Offer Cum Appointment Letter

Further to your application and the subsequent discussion with us, we are pleased to offer you a career in **Karvy Computershare (P) Limited**, as per the terms and conditions mentioned herein:

1. Date of joining, posting & location

You will join us on **7 January 2019** in our **Kcpl** Division at **Hyderabad**. Your title will be, **Executive Trainee in Grade 50 (Executive Trainee)**. The Management reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected.

2. Compensation

You shall be entitled to an all inclusive annual gross compensation of **Rs.3,50,000/- (Rupees Three Lakhs Fifty Thousand only)**. A detailed break-up of your compensation structure is given in the Annexure (I) to this letter. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken against you including but not limited to termination of your employment without any notice.

3. Probation Period

You will be on probation for a period of **12 months** from the date of your joining. The probation may be extended for a further period or periods as determined by the Management and you will continue to be on probation until an order of confirmation in writing is issued, notwithstanding the expiry of the probation period.

On satisfactory completion of the probation period and on being found suitable in the post to which you have been appointed by this letter, you will be determined and fixed in appropriate manner. The management may place you in any scale of pay consisting various elements or allowances or consolidated salary from time to time at their discretion fixing you at the appropriate stage as they consider it proper.

4. Notice period**During Probation Period**

Your services are liable to be terminated by the company without assigning any reason by giving **60 (Sixty) days** notice period or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, you shall have to serve a notice for **60 (Sixty) days**, but the Company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of 60 days, without any pay in lieu of notice period.

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Nanakramguda, Serilingampally, Hyderabad - 500 032, Tel: +91 4067161500, 33211500

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

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After Confirmation

Your services can be terminated by the company by giving **60 (Sixty)** days notice or payment of gross monthly salary in lieu thereof. However, in the event of your resignation, you shall have to serve a notice for **60 (Sixty)** days and, however, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of days, without any pay in lieu of notice period.

5. Working hours

You shall follow the working hours of the Company at the place of posting and as informed to you from time to time. The working hours would total 48 hours a week, which would exclude a maximum 30 minutes lunch break and two short tea breaks of maximum 15 minutes per day each. Due to the nature of work in this industry, you shall be expected to adjust to extended working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime (except as provided under law applicable to our establishment). If your job involves shift duties or late night work, you are required to familiarize yourself fully with your own personal effort with the public transport arrangements & safety requirements of any nature and further you are advised to make adequate arrangements for your transport & travel and for your own personal safety.

However, if you are assigned to a job/temporary duty in an unsafe territory/disturbed area, you are free to point out your requirements of safety.

6. Service rules and regulations

During your employment with the Company, you shall be governed by the Service rules, regulations, employee benefits, policies & procedures of the company detailed in the HR portal. This HR Manual is available to you from the HR Department and is also available online on the HR Intranet. You undertake to familiarize yourself with the HR manual and all amendments incorporated in the same from time to time by logging on to the company's Intranet through your unique identification code provided to you on your joining the company. The terms and conditions laid down in the HR manual and as amended/updated from time to time and published on the HR Intranet, shall be binding upon you, and shall form part of the terms & conditions of your employment with the company.

7. Duties and responsibilities

Your current duties and responsibilities are as specified in Annexure II attached to this letter. You shall apply yourself diligently and faithfully to all duties & responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself/herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

8. Code of conduct

In addition to your adherence to the Code of Conduct detailed in the HR intranet of the Company, you also abide and understand that you are being hired in a position of trust and confidence and realize your accountability towards protection of Company's interest and matters relating to its business and shall:

- (i) Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company.
- (ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation & documents and in over all conduct.
- (iii) You will help in maintaining & enhancing the congenial, disciplined, participative and supportive work environment created by the company that fosters team spirit and high performance standards.

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(iv) During the course of employment or thereafter you shall not indulge in writing any unsolicited mails or spamming to the Company or its officials or management imputing or intending to cause annoyance, inconvenience, insult, injury, criminal intimidation, enmity, hatred or ill will.

(v) You shall not indulge in any act, intentionally, deliberately or unintentionally or in good faith that may cause harm to the reputation and goodwill of the Company or its officials or management.

(vi) You shall not defame or attempt to defame the Company, its officials or management by words either spoken or written during the course of employment or thereafter.

(vii) You agree, undertake and acknowledge not to violate any terms of this appointment letter and in case of any violation in this regard, the Company reserves its right to take appropriate legal action against you, as it deems fit.

9. Non disclosure, secrecy and confidentiality

You acknowledge and understand that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to Strategies, Methods, Books, Records, Documents, Technical Information concerning its products & Services, Equipment, Processes, Customer Lists, Procurement Procedures, Pricing techniques, Credit & Financial data concerning Company, Customers and Business Affiliates) all comprise confidential business information and trade secrets, etc. vital to the business of the Company.

You hereby agree that you will not at any time during or after your employment period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of the Company. For the Purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

Any disclosure which has not been expressly authorized by the Company shall be called 'Unauthorized Disclosure'. The unauthorized disclosure of confidential information shall constitute a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including but not limited to termination of service. Unauthorized disclosure and use of confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings against you.

10. Non-solicitation & non-compete

You agree and undertake that during the term of your appointment with the Company and for a term/period of two (2) years after the termination/cessation of your appointment with the Company for any reason whether with or without cause, you will not, directly or indirectly join yourself, solicit, induce, recruit, or encourage any Company employees, who were during the term of your appointment, employees of the Company, to leave their employment, or take away such employees, either for yourself in a similar or competing business or for any other person or entity which is having similar or competitive business, without the Company's express written consent. You further agree and undertake that you will not engage in soliciting business or allied business that is similar or competitive with the business of the Company, with those clients with whom you had any contact, during your appointment and for a period of two (2) years after your appointment/employment with the Company ceases. Further you herewith agree and undertake to execute a separate Agreement/MOU/Bond/Undertaking in this regard, as and when called for by the Company.

11. Copyright

The copyright in all the work produced, i.e. literary, artistic, photographic or other work, documents/materials and intellectual property developed and gathered by you during the course of employment shall be and remain the exclusive property of the Company. You shall return the same to the Company on termination/cessation or at such earlier time as required by the Company.

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The work produced shall be the exclusive property of the Company and the Company shall be free to deal with the same in such a manner as it deems fit. This clause and its provision is also applicable to any activity relating to Trade Marks, patentable work or any other activity leading to Intellectual property rights.

In the event of any breach in this regard, the Company shall initiate appropriate legal proceedings against you.

12. Usage of computers

The Company has extensively introduced computerization to improve efficiency and productivity. You herewith agree and undertake to extensively abide by the Information Technology policies and rules framed by the Company from time to time. Any misuse or violation of any of the I.T policy/rule shall make you liable for the disciplinary action by the Company including but not limited to termination of your service. Besides the disciplinary action, the Company may also initiate appropriate legal proceedings against, as it deems fit.

13. Undertakings:

(i) You agree that the assurances, undertaking, etc., in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You declare that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further declare that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. If any of the information or undertaking / declaration in relation to above is found to be incorrect or false, the Company reserves the right to take appropriate disciplinary action which may include termination of services.

(ii) You confirm that you have adequately declared in writing any kind of health problem, which you may have had in past or present, prior to accepting the offer of employment with the Company. You confirm that any such history has been adequately disclosed by you to the company in writing prior to you having accepted the offer of employment in the Company.

(iii) You agree that in the event the management transfers, deposes you on any assignment at any client's place / office or in any unit/department/associate concern of the Company, or for any external training, outside India, you shall have to serve the Company for a minimum period of 1(One) year post your return to India on completion of such assignment / training & not even tender resignation during such period of One year. You further agree that in the event of your decision to leave the Company before the completion of one year as stated above, you shall be liable to repay the entire cost incurred on you by the Company towards the training along with an additional amount of Rs 1 (one) Lakh towards other incidental expenses and you will agree to indemnify the Company in this regard, for the above expenditure and/or the losses that may be incurred by the Company. Further, in this regard, you agree and undertake to execute any other document/s as may be required by the Company on such terms as determined by the Company.

14. Professional ethics

The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics, more specifically while dealing with our respective customers/clients. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy, notwithstanding with other terms of the policy, it also includes termination of your services with immediate effect. Besides the disciplinary action, the Company may also initiate appropriate legal proceedings against you, in this regard.

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15. Safe custody of company property and recovery of dues

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The Company reserves the right to recover from you any unauthorized expenditure incurred, reposes of any Company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the Company from you.

16. Indemnity

You shall indemnify and hold harmless the Company, its officers and directors against any losses, damages, proceedings which the Company might suffer due to any wrongful, mala fide acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to take necessary disciplinary action including termination of your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss or damages.

17. Exclusivity

During the term of your appointment/employment with the Company, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, rather part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your appointment with the Company, nor will you engage in any other activities that conflicts with your obligations of the Company.

18. Severability

If any term of this appointment letter be declared as invalid or unenforceable by any Court of law having competent jurisdiction, the remainder of this letter, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this letter shall be enforced to the fullest extent permitted by law.

19. Resolution of dispute

All disputes or differences arising in connection with this letter shall be subject to the jurisdiction of courts in Hyderabad only irrespective of your working location that may change as per exigencies.

20. Retirement

You will automatically retire from the services of the company at the end of month in which you attain the superannuating age of 58 years. Your date of birth as recorded by us is **23 July 1998** and further this date of birth will be used to calculate your age of superannuation.

21. Handing over process

In case of your disassociation from the Company due to any reason, before relieving from the services of the Company you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the Company identified by the Head – HR or your immediate supervisor.

Ref No. 216496

In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, the company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws. Further, in case of your disassociation from the Company as aforesaid, you shall hand over to the designated personnel charge, all material, information and property belonging to the Company and in your possession at the earliest and not later than the last working day.

22. Termination of employment

Under certain specific circumstances as mentioned below, your employment can be terminated by the company anytime without providing any notice or compensation in lieu of notice whatsoever.

(i) Breach of any terms of this appointment, code of conduct, Policies & procedures of the company detailed in the HR manual, published on the company's Intranet or any rules made by the Company from time to time.

(ii) In the company's opinion; any act of gross misconduct & indiscipline on your account, De-falsification, Dishonesty, Misappropriation, Dereliction of duty in discharging your duties and functions, Unpunctuality, Neglect of duty.

(iii) Absence from your normal place of work for more than Five (5) days continuously without appropriate reasons & prior sanction of leave.

(iv) Consistent non-performance by you as per the verdict of the company.

(v) Of your being convicted of any Criminal offence.

(vi) Of your mental or physical incapacity to discharge your functions.

In the event of intended termination from services on the grounds mentioned above, the company will seek your explanation in writing detailing the breach and will provide you seven days time for furnishing your explanation formally. The company reserves the right to accept or reject any such explanations provided by you and at the same time, the Company reserves the right to terminate your services without notice and explanation, with immediate effect, where the Company is prima-facie convinced of the breach of a serious nature. The company's decision to discontinue your services shall remain final and binding on you.

23. Policies and Procedures:

The Company Policies and Procedures are available for all employees to view on the Company intranet site. These Policies and Procedures are continually monitored and updated and apply to you throughout your employment with the Company. However, the Company's Policies and Procedures do not form part of your employment contract with the Company. It is your responsibility to acquaint yourself with such Policies and Procedures in place from time to time.

Please note that in the event of your resignation or Termination of employment, you would still be covered under the Organisational policies during the notice period and moreover, you must remove your job status as employed with Karvy on any social media network, post your relieving from the services of the Company.

24. General

Employees may please note that their behavior towards any member of the public that they come across should be courteous. The Management reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public or any other individual. Further,

(i) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all applicable Tax Laws and Regulations.

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- (ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses/allowance as may be in force from time to time.
- (iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.
- (iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you and also if you provide email address, the information sent to your email address will be treated as sufficient notice to you.
- (v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc., and amendments thereof as presently applicable to you and as may be amended from time to time.
- (vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual/intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.
- (viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.
- (ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 months in service, you will need to refund joining bonus paid to you at the time of joining all or any expenses incurred by the Company on account of your Relocation.

25. Address for the purpose of Communication

Any communication sent to the following address shall be deemed to be proper service of the communication:

Mails sent to the address:

Company: Karvy Computershare (P) Limited.,

Email Id: hrhelpdesk@karvy.com

Fax: +91 040-23311968

Employee Personal email id: 333sonypranu98@gmail.com

The parties undertake that they shall communicate/update any change in address within one month of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by Registered Post to the above address or the personal email id or fax number of the parties mentioned above.

The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the Company's policies and code of conduct, which may be amended from time to time.

Karvy Computershare Private Limited

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This Agreement shall be governed by and construed in accordance with the law of India.

If you are in agreement with the conditions outlined in this letter including the annexures, please signify your receipt and acceptance and return a copy of this letter to us.

We wish you a long and happy association with us:

Thanking you,
for **Karvy Computershare (P) Limited**
Sd/-

Bala Swarup Dumpala
Deputy General Manager
Human Resources

Please Note : This is an on-line letter, hence, does not require any authorized signature.

Enclosed: (i) Compensation Structure (Annexure I)
(ii) Role & Responsibilities (Annexure II)

Acceptance

I have read and understood the above Terms & Conditions hereby signify my acceptance

Name:

Date of Joining

Ref No. 216496

Annexure – I

Compensation Structure

Name: Pranuthi Kota Designation: Executive Trainee
 Grade: S0 (Executive Trainee) Location: Hyderabad

Breakup of your compensation is as under:

Particulars	Amount in INR per month	Amount in INR per annum
Basic	10,210	122,520
HRA	6,130	73,560
Other Allowance	6,712	80,544
Provident Fund (Employer Contribution)	1,225	14,700
Advance Bonus	2,040	24,480
Conveyance	1,600	19,200
Medical	1,250	15,000
Fixed CTC	29,167	3,50,000

(Rupees Three Lakhs Fifty Thousand only)

Other benefits:

Personal Accident Cover: ; Personal accident cover for self in cases of death or disability
 Mediclaim ; Covered under ESIC or Mediclaim Insurance for Self, Spouse and Two children, whichever is applicable.
 Gratuity ; As per Gratuity Act

Note:

Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anybody other than your department head or HR is liable for disciplinary action.

Roles & Responsibilities

Name:	Pranuthi Kota	Designation:	Executive Trainee
Grade:	S0 (Executive Trainee)	Location:	Hyderabad
Function:	Executive Trainee		

Your role involves following main activities and responsibilities:

- Write clean, scalable, reusable and efficient code using .NET programming languages
- Upgrading, configuring and debugging existing systems
- Test and deploy applications and systems
- Providing technical support for web, desktop or mobile applications
- Translate application storyboards and use cases into functional applications
- Develop documentation throughout the software development life cycle (SDLC)
- Serve as an expert on applications and provide technical support
- Development, Maintenance, Troubleshooting/Support of SQL Assets(stored procedures, functions, tables, views, keys, triggers, indexes, constraints etc) on SQL Server Databases
- DB Migrations, Performance Tuning, Complex Analytical Reports etc.
- SQL 2008 R2 and above
- Database development using Tables, Constraints, Stored procedures, functions in SQL.
- Performance tuning of query.

Note: This job role is only indicative in nature. Please refer to the detailed Job Description and discuss with your Supervisor to finalize Key Result Areas. The roles and responsibilities might change depending on the business requirements.

-----X-----

Candidate ID: 2564452 /346027,

Date of Joining: 09/19/2019,

Joining Location: Pune,

Designation: Analyst,

Dear Radhika Erusavadla,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited, A-1, Technology Park,
A-1 Technology Park MIDC, Talwade, Pune, Maharashtra - 412114

Pre-connect update



Inbox



Campus Elxsi 10/25/2019

to Campus



Dear Candidate

We would like to thank you for your participation in the 'Pre-connect' programme. In the coming week, you would be receiving information on your joining date and location.

We look forward to welcoming you at Tata Elxsi.

Regards

Learning & Development Team

K.L.K. Bhardwaj
ECE (E-2)
160115735317
+91 8686574388

465

2018-19



ZF India Technology Center

To Kota Lokesh Krishna Bhardwaj

Desk: _____
Floor: _____
Phone: _____
Email: _____
Date: 1 Feb 2019

Subj: Letter of Intent

Dear Kota Lokesh Krishna Bhardwaj

We are pleased to inform you that you have been selected for the position of "Engineer" to be based at ZF India Technology Center, ZF India Pvt. Ltd. Hyderabad

We would like to make you an offer of CTC INR 4,25,000 (Rupees Four Lakhs Twenty Five Thousand per annum). Your joining date would be on or before 22 July 2019. You will be eligible to participate in the regular year merit in 2020 (for the performance period of Jan-Dec 2019). Please find attached the detailed distribution of the offer.

Kindly send us a signed scanned copy of your acceptance letter by 1 Feb 2019

If you have any queries feel free to revert via email or call us.

Wish you all the best!

Sincerely
For ZF India Private Limited

Raghav Gulur

Raghav Gulur
Managing Director

Devanand

Devanand Chavan
Senior Manager TA

In agreement:

K.L.K. Bhardwaj
Name: K. Lokesh Krishna Bhardwaj

Date: 1-2-2019

Place: CEIT, Hyderabad



OFFER CUM APPOINTMENT LETTER

Anusha Angoori

IND

Dear Anusha,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Tron Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **15-Jul-2019**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **Tron Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may

have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

- 6.1 Your Annual Base Pay will be Rs.**250,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
- (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;
- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;
- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;
 - (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;
 - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with

the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

- (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
- (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
- (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
- (13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

- (1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any

applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

- (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential

Information and all rights to secure registrations, renewals and extensions of the same;

- (2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;
- (3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
- (4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
- (5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

- 12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.
- 12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking .

14. Termination of Employment

- 14.1 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.
- 14.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:
- (i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
 - (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
 - (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
 - (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
 - (v) are convicted for any offence under any law for the time being in force in any jurisdiction;
 - (vi) commit any act detrimental to the interest of Amazon India;

(vii) abstain from work for seven consecutive days without informing Amazon India;

14.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

16. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures.

17. New Hire Background Investigation

17.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

17.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

- 17.3 In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon reserves the right to take action including termination of your employment without notice.

18. Foreign Nationals

- 18.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.
- 18.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.
- 18.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

19. Representations and Warranties

You hereby represent and warrant to the Company that:

- 19.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;
- 19.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;
- 19.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party (including a former employer);

- 19.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and
- 19.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;
- 19.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

20. Other Particulars

- 20.1 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter
- 20.2 You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

21. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

22. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

23. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

24. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

25. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

26. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures, may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction,

restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

27. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

28. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

29. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

30. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

31. Survival



Your obligations under Sections 9, 10, 12, 14, 22, 23, 24, 26, 27, 28 and this Section 31 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: JAYANTA GHOSH
Date: 2019.07.10 12:18:41 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.



K. Limbadri

ECE

Limbadri1729@gmail.com

8465856490

2019 - Pass out

160115735319

17th October, 2019

Kaipalli Limbadri
H. No. 2-120, Village Sir Pur,
Mandal Magupal, Nizamabad,
Telangana - 503230

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2018-19

Dear Kaipalli Limbadri,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **28th October, 2019.**

(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

- 2.1. 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.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. 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.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.
- 2.6. You will observe work timings and holidays as applicable to your location and place of work.

engineering creativity

TATA ELXSI

Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com



3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with 7.5% or CGPA of 7.5 in aggregate within the said 6 months period..
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in **Tata Elxsi, Module No 204-N & 204-S, 4th Floor, Yamuna Building, Phase III, Technopark, Trivandrum - 695 581**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Tata Elxsi, Module No 204-N & 204-S, 4th Floor, Yamuna Building, Phase III, Technopark, Trivandrum - 695 581**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. Other Work:

- 7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.
- 8.4. You will be liable to termination from service by the Company without notice if:
 - a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
 - b. You are found to have willfully suppressed any material information, or,
 - c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - d. You are found to have indulged in financial irregularities; or
 - e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.



9. On Separation:

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

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

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11.3. Data Protection Regulation- Personal Data: You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

14. Client Management:

14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity,

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Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com



with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("Date of Appointment").

19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be




Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

- 19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.
- 19.3. Please note that while on employment, you will be 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.

Wishing you the best in your career,

For Tata Elxsi Limited,



23/10/19

Philip K Mammen
VP & Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date:

Signature: _____

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www.tataelxsi.com



Annexure 1

Annexure to: Kaipalii Limbadri

Appointment Letter Dated: 17th October, 2019

Name	Kaipalii Limbadri
Level	D
Designation	Engineer
Location	Bangalore
	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	2,746
Statutory Bonus *	1,400
Monthly Salary	26,646
<u>Deferred Benefits (Annualised)</u>	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	3,50,010

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Philip K Mammen
VP & Head - Human Resources

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Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. PC purchase EMI (as per Home PC policy - Total EMI not exceeding Rs.36,000/- p.a.).
3. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
4. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

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APPOINTMENT LETTER

To,

Mr. Prashanth Muddamalla,
H. No: 4-34-151,
Venkateshwara Nagur,
Jagathgiri Gutta, Hyderabad,
Telangana- 500 037

Date: 05/08/2018

Dear Mr. Prashanth Muddamalla,

With reference to the discussions you had with us recently, we are pleased to appoint you as "Junior Engineer- Component Engineering" in M/s. iLenSys Technologies Pvt Ltd effective from 12th August 2019. We are happy to have you join our team and look forward to a long and mutually beneficial association with you.

Your targeted annual gross compensation is INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only) and will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are as below. Salary payable on monthly basis.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

ILENSYS TECHNOLOGIES PRIVATE LIMITED

8-2-293/82/L/231/ABC, MLA Colony, Road No 12, Banjara Hills, Hyderabad-500034, Telangana, India
CIN No : U72200TG2012PTC084563 | Phone : +91 040 66998246 | www.ilensys.com





Offer: Computer Consultancy
Ref: TCSL/CT20182542780/Hyderabad
Date: 25/09/2018

Ms. Latha Gunja
H.No. 13-6/79/BSri Gayathri Hills,
Badangpet,
Hyderabad-500058,
Telangana.
Tel# 91-7036367660

Dear Latha Gunja,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

Loans

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

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Latha Gunja
Designation	Assistant System Engineer-Trainee
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

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

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning 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.

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	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369:

Technology Hub, Special Economic Zone

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OFFER & APPOINTMENT LETTER

24th June 2019

Rokulaman Vijayalaxmi (R,V)
H.No:3-44/2,Rachala(V)
Addakal(M),
Mahabubnagar(Dist) - 509219.

Dear **Rokulaman Vijayalaxmi (R,V),**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer** in **band E1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **16th July 2019** at **9:00 A.M** at the following address **HCL Technologies Ltd, SDB 2 – Induction Hall, ELCOT – SEZ Unit -II Special Economic Zone , 602/3, 138, Shollinganallur, Medavakkam High Road, Chennai**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 4,75,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **18 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **18 months** from the date of Joining.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within **3 days** of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

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Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

**Yours truly,
For HCL Technologies Limited,**



**Amrita Das
Vice President, Head-Global Rewards**

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ANNEXURE I

COMPENSATION PLAN	
NAME	Rokulaman Vijayalaxmi (R,V)
BAND	E1
DESIGNATION	Software Engineer
CITY	Chennai
Monthly Components (in INR)	
Basic Salary	15,243
House Rent Allowance	7,622
Food Wallet	2,000
Holiday Allowance	4,166
Compensatory Allowance	2,803
TOTAL: Monthly	31,834
TOTAL: Monthly Components : Annualized	3,82,006
Retirals & Other Benefits (in INR)	
Provident Fund	21,950
Medical Insurance Premium/ESIC	10,000
Gratuity	8,794
TOTAL : Retirals	40,744
Variable Components (in INR)	
Performance Bonus (in Rs.)	28,500
Engagement PB (paid monthly) @ 100% achievement levels	23,750
TOTAL: Variable Components	52,250
COST TO COMPANY	4,75,000
Insurance & Medical Benefits (in INR)	
	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	3,60,000
Term life Insurance Cover	20,00,000
Disability cover due to accident (upto)	18,00,000

NOTE:

1. All salary components are governed by the company policies and statutory guidelines.
2. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
3. Any personal tax liability arising out of compensation will be borne solely by the employee.
4. Gratuity to be payable as per act
5. Your CCA amount will be subject to your working location - City / Zone classification as per the CCA table in Annexure V of this letter. The value mentioned in the table is for locations in Zone A+.
6. CCA component will subject to change if there is a change in your Band or working location(City)

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ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting – **Chennai**.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. **15 months** from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.

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- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

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ANNEXURE III**LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL****PRE-EMPLOYMENT BACKGROUND VERIFICATION**

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
4	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request)	
1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	
Things to Remember	
1. The information provided in Resume and background verification form must be same.	
2. Information provided in background verification form must be accurate.	
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).	
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining-induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport – Front Copy only for name & DOB Proof	1
4	10th MARK SHEET, only if Passport is not available	1
5	Passport Sized Photographs (white background)	3
6	Vendor NDA- (For THIRD PARTY Resources ONLY)	1

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Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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- Please ensure all documents are Self-attested (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Please ensure you carry a soft copy of your Photo and Graduation Degree Certificate.
- Induction Timings are 0900 to 1830 IST.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd,Surya Sapphire, Plot#3, 1St Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

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ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

✦ **Disclaimer:**
✦ ***Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.***

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

• **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

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Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

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- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: H.NO:3-44/2,RACHALA(V),ADDAKAL(M),MAHABUBNAGAR(Dist) - 509219.
Email ID: Vijayalaxmi12cn46@gmail.com
Telephone Number: 8179309800



14

Date: 17-09-20

Dear Placement Officer,

(Name of College) **CBIT, HYDERABAD**

We are pleased to inform that the following students have been provisionally selected from your esteemed college during the campus drive.

Please note that these students should continue to maintain an overall percentage of 75% or CGPA of 7.5/10 without any backlog in any of the semesters in order for this offer to be valid. The work location will be intimated to them closer to their joining date.

Sl.No	Candidate Name	Gender	Qualification	Branch
1	DIUYA BANJA	F	B.E	ECE-3
2	MEGHANA MEKALA	F	B.E	ECE-3
3	DEMULA SWAPNA	F	B.E	ECE-2
4	GADE SAI KIRAN	M	B.E	EEE-2
5	KAIPALLI LIMBARDI	M	B.E	ECE-2
6	D. DEEPAK RAYA	M	B.E	ECE-2
7	DEEPA MANIKANTA	M	B.E	EEE-2
8	MANISH KUMAR. T	M	B.E	ECE-2
9	MASIZZAMA MOHD	M	B.E	ECE-3
10	DISHWA TEJA. T	M	B.E	ECE-3
11	SHIVA KRISHNA. A	M	B.E	ECE-3
12	AKHIL SARRANI	M	B.E	ECE-3
13	SAT CHARAN. B	M	B.E	ECE-3
14	AKHILA TAKKA.M	F	B.E	IT-2
15	THATI KADYA	F	B.E	CSE-2

For College:

Placement Officer Name: **DR. N L N REDDY**
Signature: **TRAINING & PLACEMENT OFFICER**
CBIT, GANDIPET, HYD.
Cell: 98494 65587.
E-mail: nlnreddypo@gmail.com

For Tata Elxsi Limited

Name: **KRISHU SIMHARA**
Signature: **N.S. Madh**

TATA ELXSI

Tata Elxsi Limited

Registered Office: ITPB Road, Whitefield, Bangalore 560 048, India

Tel: +91 80 2297 9123 Fax: +91 80 2841 1474 www.tataelxsi.com

(CIN-L85110KA1589PLC099681)

DR. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849465587

E-mail: placements@cbit.ac.in

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OFFER & APPOINTMENT LETTER

24th June 2019

Akula Sudhikshana
H.No:1-55, Brahmanapally(Village),
Lingapur(Post Village), Narsapur(Mandal),
, Medak(District), 502313

Dear **Akula Sudhikshana,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer** in **band E1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **16th July 2019** at **9:00 A.M** at the following address **HCL Technologies Ltd, SDB 2 – Induction Hall, ELCOT – SEZ Unit -II Special Economic Zone , 602/3, 138, Shollinganallur, Medavakkam High Road, Chennai**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 4,75,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **18 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **18 months** from the date of Joining.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within **3 days** of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

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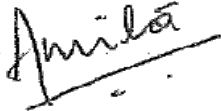
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Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

**Yours truly,
For HCL Technologies Limited,**



**Amrita Das
Vice President, Head-Global Rewards**

ANNEXURE I

COMPENSATION PLAN	
NAME	Akula Sudhikshana
BAND	E1
DESIGNATION	Software Engineer
CITY	Chennai
Monthly Components (in INR)	
Basic Salary	15,243
House Rent Allowance	7,622
Food Wallet	2,000
Holiday Allowance	4,166
Compensatory Allowance	2,803
TOTAL: Monthly	31,834
TOTAL: Monthly Components : Annualized	3,82,006
Retirals & Other Benefits (in INR)	
Provident Fund	21,950
Medical Insurance Premium/ESIC	10,000
Gratuity	8,794
TOTAL : Retirals	40,744
Variable Components (in INR)	
Performance Bonus (in Rs.)	28,500
Engagement PB (paid monthly) @ 100% achievement levels	23,750
TOTAL: Variable Components	52,250
COST TO COMPANY	4,75,000
Insurance & Medical Benefits (in INR)	
	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	3,60,000
Term life Insurance Cover	20,00,000
Disability cover due to accident (upto)	18,00,000

NOTE:

1. All salary components are governed by the company policies and statutory guidelines.
2. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
3. Any personal tax liability arising out of compensation will be borne solely by the employee.
4. Gratuity to be payable as per act
5. Your CCA amount will be subject to your working location - City / Zone classification as per the CCA table in Annexure V of this letter. The value mentioned in the table is for locations in Zone A+.
6. CCA component will subject to change if there is a change in your Band or working location(City)

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting – **Chennai**.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. **15 months** from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.

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- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

ANNEXURE III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL**PRE-EMPLOYMENT BACKGROUND VERIFICATION**

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
4	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request)	
1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	
Things to Remember	
1. The information provided in Resume and background verification form must be same.	
2. Information provided in background verification form must be accurate.	
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).	
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining-induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport - Front Copy only for name & DOB Proof	1
4	10th MARK SHEET, only if Passport is not available	1
5	Passport Sized Photographs (white background)	3
6	Vendor NDA- (For THIRD PARTY Resources ONLY)	1

- Please ensure all documents are Self-attested (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Please ensure you carry a soft copy of your Photo and Graduation Degree Certificate.
- Induction Timings are 0900 to 1830 IST.

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3	BANGLORE	HCL Technologies Ltd,Surya Sapphire, Plot#3, 1St Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: H.NO:1-55, BRAHMANAPALLY(VILLAGE), LINGAPUR(POST VILLAGE), NARSAPUR(MANDAL), MEDAK(DISTRICT), 502313

Email ID: akulasudhikshana@gmail.com

Telephone Number: 7659030719

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

18-Apr-2019

Strictly Private and Confidential

NAME : KEESARA ARVIND

COURSE : BE / ECE

Batch : 2019

Roll No: 160115735330

Arvind Keesara

H No.5-4/a, annapurna colony, boduppal

8555937107

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2018-19

Dear Arvind,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____



160115735331

(ECE) ECE-3

mail ID : meghanamekala98@gmail.com

contact : 8977449810

**Online Exam for TATA ELXSI LIMITED 3rd_pre_11th_October_19 From Date
Nov 11 2019 11:00AM to Nov 11 2019 12:15PM**

1 message

TATA ELXSI LIMITED <no-reply@eklavvya.in>
To: meghanamekala98@gmail.com

Mon, 11 Nov, 2019 at 09:16

Dear Meghana Mekala,

Greetings from TATA ELXSI LIMITED

Online exam is assigned to you. Kindly login using the below mentioned username and password and take up the Exam.

Exam link:- [Click Here](#)

Login details :

User Name: meghanamekala98@gmail.com

Password: ek34074

All the Best!!!

479

2018-19

This is an auto-generated email. Please do not reply to this email.

Congratulations!!! Offer from TATA ELXSI !!

2 messages

Rekha Y <rekhay@tataelxsi.co.in>

Thu, Oct 17, 2019 at 1:00 PM

To: "masiuzzamamohammed@gmail.com" <masiuzzamamohammed@gmail.com>



TATA ELXSI
engineering creativity

481

160115735333

ECE-3



2018-19

Dear Masiuzzama Mohd,

This has reference to the interviews you had with us. We are pleased to inform you that you are provisionally selected subject to the terms and conditions mentioned below. The appointment letter will be handed over to you on the day of joining.

This offer is contingent upon the satisfactory completion of the following pre-employment requirements:

- Academic qualifications to meet the following scores:
 - 80% and above in 10th
 - 80% and above in 12th
 - 75% or 7.5 CGPA and above in Bachelor's

*Take note that all subjects/papers must have been cleared in your first attempt in all the semesters. For purpose of clarity, this offer shall not be extended to you: (a) if you fail in any of the subjects/papers in your first attempt; or (b) if you fail to appear for any subject/paper for any reason whatsoever in your first attempt.

- Verification of all your original documents / certificates.
- Execution of an employment / non-compete / confidentiality agreement and other documents, as applicable on your date of joining.
- Your training location will be Bangalore, upon completion of training, You may be posted in any of our development centre (Bangalore / Trivandrum / Chennai / Pune).

It may be noted submission of Provisional Degree Certificate (PDC) of the University is mandatory. The PDC should be submitted on the date of joining.

MD. Masiuzzama

Your date of joining will be 28th October, 2019.

Candidates from outstation need to make their own arrangements for accommodation.

The details of the salary, joining location and other required information are as below:

Venue

Tata Elxsi

ITPB Road, Whitefield

Bangalore-560048

Reporting Time: 9:00 AM

Contact Person: Rekha

Your salary details are given below.

Name	Masiuzzama Mohd
Level	D
Designation	Engineer
Location	Bangalore
	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan*	2,746
Statutory Bonus	1,400
Monthly Salary	26,646
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	3,50,010

Medical Insurance (Hospitalization) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*Please refer the annexure for details of FBP

If you agree with the above conditions, please indicate your acceptance over e-mail to rekhay@tataelxsi.co.in

Should you have any questions concerning this job offer, please contact Rekha at 080-2297 9662.

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Strictly Private and Confidential

15-Mar-2019

Janardhan Sabavath
Hno:4-30, Vill:katriyal,M: Ramayampet,D: Medak 502115.
9603452102

ECE
2018

Dear Janardhan,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

16011573 5335
ECE-3
2018-19

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hurai .Itsr program). The learning module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature Janardhan

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

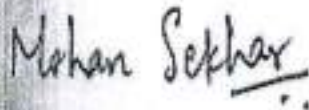
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I
COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

- **Additional Bonus-** Of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

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

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

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

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

51	160115736004	Manojna Manojna Chitta	Mech-1	manojna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurrarn	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vsikreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733068	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100874224
22	160115735080	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8006962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
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Sl.No.	Roll No.	Full Name	UG CGPA	Preference	Day 1 Sharing			C1	C2
1	160115735001	Amitha Shreshtha Papeta	88.9	Infosys	Cappgemini	Infosys			
2	160115735002	Apeksha Khalitabad	75.9	Accenture					
3	160115735003	Ashwitha Pasham	88.5	Infosys	Cappgemini	CTS	Infosys	TCS VEDA IIT	
4	160115735004	Asna Fatma	78.0	Infosys	Infosys				
5	160115735007	Divya Bhoomi	90.0	Infosys	Infosys			TCS	
6	160115735008	Durga Deekshitha Karamsetty	89.5	Infosys	Infosys			ZF Tech	
7	160115735009	Harini Kolloju	73.0	Accenture					
8	160115735010	Harshitha Ambilpur	69.0	Cappgemini	Cappgemini				
9	160115735011	Himabindu Manikarao	74.4						
10	160115735012	Likhitha Muvva	91.6	Deloitte					
11	160115735013	Madhuri Kandi	78.1	Accenture					
12	160115735014	Praneesha Reddy Junuthula	67.4	Deloitte					
13	160115735015	Praveka Surapaneni	74.0	Deloitte				Google	
14	160115735016	Priyanka Vuppunuthula	81.0						
15	160115735017	Raveena Ginja	89.4	ZF Tech					
16	160115735018	Sahithi Chamanthula	85.6	Infosys	Cappgemini	CTS	Infosys		
17	160115735019	Sai Himaja Manchikanti	86.8	Infosys	Infosys				
18	160115735020	Sharanya Gandla	91.2	NCR					
19	160115735021	Sharon Keerthana Chiluvuri	66.7	CTS	CTS				
20	160115735022	Sindhu Gundu	87.3	Cappgemini	Cappgemini				
21	160115735023	Sivani Sree Bandarupalli	87.8	Infosys	Cappgemini	Infosys		VEDA IIT	
22	160115735024	Soumya Sajja	94.2	NCR					
23	160115735026	Suchithra Reddy Yellolu	84.2	CTS	CTS				
24	160115735027	Supraja Paloju	89.0	CTS	Cappgemini	CTS	TCS		
25	160115735028	Neelima Swarna	88.7	Infosys	Infosys				
26	160115735029	Usharani Pathlavath	82.0	Accenture					
27	160115735030	Varalakshmi Mirdoddi	93.1	BOA					
28	160115735031	Vennela Bandlamudi	85.8	Infosys	CTS	Infosys		Nalsoft	
29	160115735032	Aashrith tadkamadla	87.2	Deloitte					
30	160115735033	Abhilash Reddy Devarinti	64.0	CTS	CTS				
31	160115735035	Anil kumar Potharaju	67.2	CTS	CTS	Infosys	TCS	ZF Tech	
32	160115735036	Anirudh Kodavathiganti	63.3	Accenture					
33	160115735037	Arun Kumar Allam	74.6	Accenture					
34	160115735038	Emmaneul Prajeeth Jakarega	66.0	Infosys	Infosys				
35	160115735039	Hareesh Gunda	84.4	Infosys	Cappgemini	CTS	Infosys	TCS	
36	160115735040	Harun Sai Reddy Devireddy	85.0	Infosys	Cappgemini	CTS	Infosys	TCS	
37	160115735041	Idrees Ali Jabalpurwala	88.6	Deloitte					
38	160115735042	Kamalvamsi Mesa	62.9	Accenture					
39	160115735043	Kaushal Prudhvi Raj Tungatur	88.1	Cappgemini	Cappgemini	Infosys			

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40	160115735044	Mallikarjuna Reddy Bobbala	77.2	Infosys	Cappgemini	Infosys			
41	160115735045	Murali Venkataswara Gopi Kris	73.7	Infosys	Cappgemini	CTS	Infosys		
42	160115735046	Naga Venkata Sai Krishna rays	86.4	Infosys	CTS	Infosys			
43	160115735047	Parashu Ram Naik Nenavath	77.0	Infosys		Infosys			
44	160115735048	Pavan Kumar Tadi	69.7	Cappgemini	Cappgemini				
45	160115735049	Raghuram Chepuri	85.8	CTS	Cappgemini	CTS	Infosys	TCS	
46	160115735050	Sachin Ambala	77.5	Deloitte					
47	160115735051	Sai Harsha Devulapalli	65.3	Mechzone					
48	160115735052	Sai Mohanish Chikkulla	65.5						
49	160115735053	Sai Pranav Rao Pulakonti	89.3	Deloitte					
50	160115735054	Sampreeth Suruvu	83.4	Cappgemini	Cappgemini			TCS	
51	160115735056	Sarvesh Babu Bhukya	75.1						
52	160115735057	Sreesanth Reddy Chenreddy	77.1	Infosys	Infosys				
53	160115735058	Tulasi Kishore Reddy Chavali	68.0	Infosys	Infosys				
54	160115735059	Uday Morampudi	84.6	Cappgemini	Cappgemini			TCS Veda IIT	
55	160115735060	Vivek Kodepaka	68.3	Accenture					
56	160115735301	Pranaykumar Dasari	90.5	Cappgemini	Cappgemini				
57	160115735302	Sandeep Goud Pebberu	90.3	Infosys	Cappgemini	Infosys			
58	160115735303	Anjali Gummadavelli	74.2						
59	160115735304	Ramya Karnakanti	91.4	Infosys	Cappgemini	Infosys			
60	160115735305	Mounica Vaddepally	94.1	Cappgemini	Cappgemini			TCS VEDA IIT	
61	160115735306	Vishal Sabbani	81.2						
62	160115735307	Pavan Kumar Doorla	80.0	Accenture					
63	160115735308	Shirisha Kalal	78.8						
64	160115735309	Vandana Ramagiri	65.9						
65	160115735310	Sravani Rapaka	74.0						
66	160115735311	Sanjeeva Chennamgari	73.6						
67	160115735312	Pranuthi Kota	75.0	Karvy					
68	160114735008	Manisha Medhyarla	62.3						
69	160114735045	Ranjith Boorugula	6.0	Accenture					

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TRAINING AND PLACEMENT OFFICE

ECE-2 ENGG COMPANY WISE PLACED DATABASE 2018-19

S.No.	Roll No.	Full Name	UG CGPA	Preference	Day 1 Sharing			C1	C2
1	160115735061	Sanjana Reddy	7.2	Infosys	Infosys				
2	160115735062	Aishwarya Kasim	8.5	Infosys	Cappgemini	CTS	Infosys		
3	160115735063	Akanksha Yelsetty	8.6	Deloitte					
4	160115735064	Bhargavi Lukalapu	8.9	Medha				HCL	
5	160115735065	Bindu Devalla	9.1	Accenture				TCS	VEDA IIT
6	160115735066	Sarparapu Divya Sri	9.7	CTS	CTS			TCS	
7	160115735067	Geethika Tiramdas	9.1	Infosys	Cappgemini	Infosys		Mechzone	
8	160115735068	Monika Satta	8.7	Accenture					
9	160115735069	Nisha reddy Challa	8.4	Darwin Box Int					
10	160115735071	Devaraju Rashmi Devi	9.1	Deloitte					
11	160115735072	Roshini Rijjala	7.4	Accenture					
12	160115735073	Ruchitha Ambothu	7.4	Accenture					
13	160115735074	Priyanka Chintamani Sateesh	9.1	BOA				VEDA IIT	
14	160115735075	Shaik Roshna	8.3	JPMC					
15	160115735076	Dulapalli Shanithi Priya	9.3	Infosys	CTS	Infosys		TCS	
16	160115735077	Sreeranjani Didugu	7.4	Infosys	Cappgemini	CTS	Infosys		
17	160115735078	Sri Haritha Deevi	7.8	Infosys	Cappgemini	CTS	Infosys		
18	160115735079	Sri Manika Makam	8.5	Deloitte					
19	160115735080	Sri Sowbhagya VVSL	8.3	Deloitte					
20	160115735081	Suhethaa Kurmeli	8.7	Infosys	CTS	Infosys			
21	160115735082	Swapna Vemula	8.4	Tata Elxsi					
22	160115735083	Utkarsha Shagala	7.1	Infosys	Infosys				
23	160115735084	Shravanthi Musti Venkata	9.6	NCR					
24	160115735085	Pulipaka Vishnu Priya	8.3	Deloitte					
25	160115735086	Gajula Abhinav	7.3						
26	160115735087	Abhishek Ramavath	6.8						
27	160115735088	Akhil Vasam	7.5						
28	160115735089	Bhanu prakash Renikuntla	8.0	Accenture					
29	160115735090	Ata Cherithesh REDDY	8.5	Infosys	Infosys				
30	160115735091	Velgapuni Deepak Raya	8.8	Tata Elxsi					
31	160115735092	Goutham Sadubathula	7.6	CTS	Cappgemini	CTS		ZF Tech	
32	160115735093	Jeevan Kasireddy	7.0						
33	160115735094	Pamula Kaushik Reddy	7.1						
34	160115735095	Tejas Kini	9.1	Deloitte					
35	160115735096	kranthi Kumar nagula	6.6						
36	160115735097	Mahipal reddy Daggula	6.8	Prolifics					
37	160115735098	Mohammad Mansoor	8.0	Cappgemini	Cappgemini				
38	160115735099	Methuku Mohan Kumar	7.8	CTS	CTS			TCS	
39	160115735100	Bachu Naveen kumar	8.4	VEDA IIT				VEDA IIT	

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ECE-2 ENGG COMPANY WISE PLACED DATABASE 2018-19

S.No.	Roll No.	Full Name	UG CGPA	Preference	Day 1 Sharing			C1	C2
40	160115735101	Gattu Nikhil	8.5	Infosys	Cappgemini	CTS	Infosys	VEDA IIT	
41	160115735102	Nitheesh Kondraganti	7.0						
42	160115735103	Rahul Devunuri	6.3	Accenture					
43	160115735104	Ram Ananya Tenneti	9.1						
44	160115735105	Srikanth Naradasu	6.5	Accenture					
45	160115735106	Thakur Rana Prathap Singh	8.0	Infosys	Infosys				
46	160115735107	Ravi Teja	6.4	NCR					
47	160115735108	Revanth sai Kumar reddy Patel	8.4	Infosys	Infosys				
48	160115735109	Rayapudi Sai akhil	8.4	BOA					
49	160115735110	Saikumar Patel	8.0	Accenture					
50	160115735111	Sai Varshith	6.2						
51	160115735112	Sampath kumar Thallada	8.9	Infosys	Cappgemini	Infosys			
52	160115735113	Tayyala Sheshu	7.9	Infosys		Infosys		VEDA IIT	
53	160115735114	Kame Shivasai	7.1	Prolifics					
54	160115735115	Shivanand Reddy Gujjala	6.6	Deloitte					
55	160115735116	Siddhartha Chandra Kudligi	9.7						
56	160115735117	Sriram Narla	8.8	Infosys	Cappgemini	Infosys			
57	160115735118	Vamshi Krishna Boddupally	8.0	Infosys		Infosys			
58	160115735119	Vamshi Krishna Mallu	7.9	Infosys		Infosys		VEDA IIT	
59	160115735120	Vishal Nalk	7.3						
60	160115735181	Gautham srinivas Reddy	6.2						
61	160115735313	Radhika erusavada	9.4	Cappgemini	Cappgemini				
62	160115735314	Minipuri Rajashakar Reddy	8.1	Accenture				TCS	VEDA IIT
63	160115735315	Hemalatha Palakuri	7.8	IOCL Appre					
64	160115735316	Manish Kumar Jaiswal	7.3	Tata Elxsi					
65	160115735317	Lokesh Krishna bharadwaj Kota	9.0	Infosys	Infosys			ZF Tech	
66	160115735318	Angoori Anusha	7.6						
67	160115735319	Limbadi Kaijali	9.1	Tata Elxsi					
68	160115735320	Vijaya Laxmi Talla	8.3	Infosys	Infosys				
69	160115735321	Muddamalla Prashanth	8.0						
70	160115735322	Latha Gunja	9.1	CTS	CTS			TCS	
71	160115735323	Naveen Gade	7.9	CtrlS					
72	160115735324	Rokulaman Vijayalaxmi	8.5					HCL	

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ECE-3 ENGG COMPANY WISE PLACED DATABASE 2018-19

Sl.No	Roll No.	Full Name	UG CGPA	Preference	Day Sharing			C1	C2
1	160115735121	Adithi Reddy	9.5	BOA				TCS	
2	160115735122	Avanthi Bindla	8.3	Infosys	Cappgemini	Infosys		TCS	
3	160115735123	Divya Sree	8.3	infosys	Infosys				
4	160115735124	Divya Teja	8.1	infosys	Infosys				
5	160115735125	Tummalapalli Lakshmi Deepika	8.3	Cappgemini	Cappgemini				
6	160115735126	Liji p Jose	8.8	CTS	Cappgemini	CTS			
7	160115735127	Meghna Raman	9.4	NCR					
8	160115735128	Mounika Amgoth	7.4	Accenture					
9	160115735129	Poojitha Borra	8.4	CTS	CTS	Infosys	VEDA IIT	TCS	Fiat Chrysler
10	160115735130	Preethi Thota	9.3	infosys	Infosys				
11	160115735131	Ramya Sri Pothineni	6.2						
12	160115735132	Sai priya Talluri	7.9	Tvarana					
13	160115735133	Chandana KoppakaSaiSri	7.9	Cappgemini	Cappgemini				
14	160115735134	baswa sairama amulya	8.6	CTS	CTS				
15	160115735135	Kondapuram Sampangi Tejaswi	8.1	CTS	Cappgemini	CTS			
16	160115735137	Ulligadda sreeja	7.7	CTS	Cappgemini	CTS	Infosys		
17	160115735138	Sushma Cheruku	9.0	Deloitte					
18	160115735139	Varshitha Indukuri	7.4	Accenture				TCS	
19	160115735140	Ajith kumar Silasagaram	8.4	infosys	Infosys			VEDA IIT	
20	160115735141	Akhil Sabbani	8.1	Tata Elxsi				VEDA IIT	
21	160115735142	Amit Anchaliya	8.5	CTS	CTS	Infosys		TCS	Wellsfargo
22	160115735143	Bhanu Challa	8.2	Accenture					
23	160115735144	Kuruva Hanumanthu	8.6	Infosys	Infosys			MedhaServo	
24	160115735145	Jaya Maheedhar Manthripragada	8.9	infosys	Infosys			VEDA IIT	
25	160115735146	Karthik reddy Gaddam	6.6	Accenture					
26	160115735147	Mahidhar Kanugovi	7.0						
27	160115735148	Mohammed Noman Junaid	8.3	Cappgemini	Cappgemini			VEDA IIT	
28	160115735150	Nikhil Bestha	8.8	Infosys	Infosys				
29	160115735151	Merugu nikhil Goud	7.4						
30	160115735152	Nikhil Madhunala	8.6	CTS	Cappgemini	CTS	Infosys	VEDA IIT	
31	160115735153	Pillapalem Nimay Reddy	9.4	Deloitte					
32	160115735154	Rajamallareddy Bakkammagari	7.6	infosys	CTS	Infosys		TCS	
33	160115735156	Tudli Riteesh Reddy	9.1	Deloitte					
34	160115735157	Rohith Ramesh	8.2	infosys	CTS	Infosys		Wellsfargo	
35	160115735158	Koppulapalli Ronith Raj	8.4	Deloitte					
36	160115735159	Sai Charan	7.2	Tata Elxsi					
37	160115735160	sai caharan battula	7.8	infosys	Cappgemini	CTS	Infosys		
38	160115735162	Sai Krishna Nallani	8.4	infosys	CTS	Infosys			
39	160115735163	Y.sai krishna valdeek	9.1	Deloitte					

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ECE-3 ENGG COMPANY WISE PLACED DATABASE 2018-19

Sl.No	Roll No.	Full Name	UG CGPA	Preference	Day Sharing			C1	C2
40	160115735164	Vandanapu Sai nikhil	8.5	infosys	CTS	Infosys			
41	160115735165	Sai Niranjan Karthik Mulugu	8.6	infosys		Infosys	VEDA IIT		
42	160115735166	Lankala Sai pratap reddy	8.0						
43	160115735167	Sai Pratheek Reddy	7.4	Accenture					
44	160115735168	Shiva Krishna Adigoppula	8.8	Tata Elxsi			VEDA IIT		
45	160115735169	Shiva shanth reddy Gurrala	7.4	Accenture					
46	160115735170	Sriraj Kandala	8.1	OPPO R&D					
47	160115735171	Sujan Kumar	7.4	Accenture					
48	160115735172	Adarsh Sukumaran	8.6	infosys	Infosys				
49	160115735173	Suresh Kumar Begari	6.3	Accenture					
50	160115735174	Trivedh Audurthi	7.6	infosys	Capgemini	CTS	Infosys		
51	160115735175	Uma Mahesh Banakari	8.0	infosys	Infosys				
52	160115735176	varshik chebrolu	8.9	Infosys	CTS	Infosys			
53	160115735177	Arun Vishnu	7.6	Infosys	Capgemini	Infosys			
54	160115735178	Vishwa Teja Thangalapalli	8.3	Tata Elxsi					
55	160115735179	Yahdidya Narmala	7.1	infosys	Infosys		TCS	ZF Tech	
56	160115735180	Yaswanth Sai Ibathula	7.9	infosys	Infosys				
57	160115735325	Divya Banja	8.6	Tata Elxsi					
58	160115735326	Vamshi Krishna Theviti	7.9	infosys	Infosys	OPPO R&D			
59	160115735327	Akula Sudhikshana	8.9	HCL					
60	160115735328	Mohammad Kareem Pasha	7.6	CtrlS					
61	160115735329	Anvesh Kanaganti	7.6	infosys	Infosys				
62	160115735330	Arvind Keesara	7.8	Accenture					
63	160115735331	meghana mekala	9.0	Tata Elxsi					
64	160115735332	Koppula Ganesh	8.5	Capgemini	Capgemini		TCS		
65	160115735333	Masiuzzama Mohammed	7.9	Tata Elxsi					
66	160115735334	Kiranbabu Yenugupalli	6.9	✓	✓	✓	✓	✓	
67	160115735335	Sabavath Janardhan	7.3	Accenture					
68	160115735336	Biji Raghuvver	6.7						

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6	160115737071	Sai Deepa Bhavani Peri	IT-1	saideepaperi@gmail.com	7032084334



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57	160115735027	Supraja Palaju	ECE	palojusupraja@gmail.com	8500055878
58	160115735176	Varshik Chebrolu	ECE	varshikchebrolu@gmail.com	9705237270
59	160115735040	Harun Sai Reddy Devireddy	ECE	harunsai230@gmail.com	8297299298
60	160115735021	Sharon Keerthana Chiluvuri	ECE	sharonkeerthana1@gmail.com	8978258280
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HCL Technologies: Invitation to be a Partner On-Campus for 2019 Fresher Hiring

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Fri, Dec 14, 2018 at 7:30 AM

Dear Nln Reddy,

Thank you for hosting us on a Campus Recruitment drive at **Chaitanya Bharathi Institute of Technology** and providing us with an excellent hospitality and care.

We would once again like to congratulate all the below final selects and wish them all the best to cherish their career goal at HCL Technologies.

Sr.no	Registration ID	Candidate name
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2		VAISHNAVI GOSHIKA
3	160115735327	AKULA SUDHIKSHANA
4	160115735064	LUKALAPU BHARGAVI
5	160115734004	BOLUGAM GHANATHA
6	160115734015	UPRE SOUJANYA

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1. ECE-2 - Unplaced
2. EEE-2 - Unplaced
3. ECE-3 - Unplaced
4. ECE-2 - Placed
5. EEE-1 - Unplaced
6. EEE-1 - Unplaced

Looking forward to building a long term and mutually beneficial association with your esteemed college.

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Cheers,

Charles Diwakara

Campus Hiring Team - HR



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82	160115735176	Varshik Chebrolu	ECE-3	varshikchebrolu@gmail.com	9705237270
83	160115735154	Rajamallareddy Bakkammagari	ECE-3	rajamallareddybakkammagari@gmail.com	8328157012
84	160115735142	Amit Anchaliya	ECE-3	amitanchaliya11@gmail.com	9154707111
85	160115735329	Anvesh Kanaganti	ECE-3	anveshkanaganti329@gmail.com	7702087765
86	160115735164	Sai nikhil Vandnapu	ECE-3	vandanapusainikhil@gmail.com	9100587675
87	160115735044	Mallikarjunareddy Bobbala	ECE-1	mallikarjunareddy2610@gmail.com	8886665230
88	160115735045	Murali Venkateswara Gopi Krishna	ECE-1	muraliponnada19@gmail.com	7032955264
89	160115735003	Ashwitha Pasham	ECE-1	ashwithareddy.15@gmail.com	9550393707
90	160115735004	Asna Fatima	ECE-1	asna17fatima@gmail.com	8639645158
91	160115735028	Swarna Neelima	ECE-1	swarnaneelima222@gmail.com	7032608683
92	160115735049	Raghuram Chepuri	ECE-1	ch.raghuram5@gmail.com	9908445003
93	160115735108	Revanth Sai Kumar Raddy Patel	ECE-2	revanthsaikumar9@gmail.com	9505495175
94	160115735101	Nikhil Gattu	ECE-2	nikhilgattu14@gmail.com	8008766706
95	160115735076	Shanthi Priya Dulapalli	ECE-2	shantipriyamsd@gmail.com	9550814754
96	160115735078	Sri Haritha Deevi	ECE-2	harita.deevi4698@gmail.com	9493118530
97	160115735150	Nikhil Bestha	ECE-3	besthanikhil@gmail.com	8801150943
98	160115735152	Madhunala Nikhil	ECE-3	nikhilmadhunala2903@gmail.com	7075777020
99	160115735122	Avanthi Bindla	ECE-3	avanthibindla@gmail.com	9652779329
100	160115735157	Rohith Ramesh	ECE-3	rohithramesh2@gmail.com	9133663950
101	160115735180	Yaswanth Ibathula	ECE-3	yaswanthsaiibathula@gmail.com	7382343015
102	160115735162	Sai Krishna Nallani	ECE-3	saiKrishna0924@gmail.com	7893695697
103	160115735140	Ajith Kumar Silasagaram	ECE-3	ajithsilas@gmail.com	9063556892
104	160115735175	Uma Mahesh Banakari	ECE-3	umamaheshbanakari@gmail.com	9951478397
105	160115735172	Adarsh Attupurath	ECE-3	adarshattupurath97@gmail.com	8465913780
106	160115735144	Kuruva Hanumanthu	ECE-3	kuruvahanumanthu97@gmail.com	9573993967

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110	160115735001	Amitha Shreshta Papetta	ECE-1	amitha1997@gmail.com	8790173489
111	160115735047	Parashu Ram Naik Nanavath	ECE-1	parashuramnaik666@gmail.com	9505532920
112	160115735057	Sreeshanth Reddy Chenreddy	ECE-1	srishanth20@gmail.com	9666604083
113	160115735007	Divya Bhoomi	ECE-1	bhoomi.divya9@gmail.com	9908172539
114	160115735043	Kaushal T	ECE-1	kaushalt789@gmail.com	8500860708
115	160115735046	Naga Venkata Saikrishna Rayapur	ECE-1	saikrishna6797@gmail.com	9849162609
116	160115735058	Tulasi Kishore Reddy Chavall	ECE-1	kishorereddyc@outlook.com	9494865609
117	160115735118	Vamshi Krishna Boddupally	ECE-2	boddupallyvamshikrishna@gmail.com	8096086040
118	160115735119	Vamshi Krishna Mallu	ECE-2	vamshikrishnakanna@gmail.com	8500871198
119	160115735123	Divya Marrireddy	ECE-3	divyasreemarrireddy@gmail.com	8331871216
120	160115735174	Trivedh Audurthi	ECE-3	trivedhnani@gmail.com	8686465811
121	160115735160	Sai Charan Reddy Battula	ECE-3	scrb1998@yahoo.com	9515723859
122	160115735165	Sai Niranjan Karthik Mulugu	ECE-3	sainiranjankarthikmulugu@gmail.com	8790484624
123	160115735177	Vishnu Arun Maddali	ECE-3	maddaliarun@gmail.com	9492183949
124	160115735137	Ulligadda Sreeja	ECE-3	ulligaddasreeja@gmail.com	9493487832
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126	160115735036	Anil Kumar	ECE-1	anilkumar2597@gmail.com	7790306952
127	160115735040	Harun Sai Devireddy	ECE-1	harunsai230@gmail.com	8297299298
128	160115735023	Sivani Srea Bandrupalli	ECE-1	shivani.srea@gmail.com	7893667992
129	160115735117	Sriram Narla	ECE-2	Sriram.narla987@gmail.com	9700159606
130	160115735081	Suhethaa Kurmeti	ECE-2	suhitha26@gmail.com	8688182541
131	160115735112	Sampath Kumar Thallada	ECE-2	sampaththallada143@gmail.com	8501822238
132	160115735113	Sheshu Tayyala	ECE-2	sheshu.nani007@gmail.com	8019933004
133	160115735090	Cherithesh Reddy Ata	ECE-2	cherithesh777@gmail.com	9676205635
134	160115735067	Tiramdas Geethika	ECE-2	geethikatiramdas1998@gmail.com	7674060436
135	160115735083	Utkarsha Shagala	ECE-2	shagalautkarsha@gmail.com	9490792571
136	160115735061	Sanjana Reddy	ECE-2	sanjanaaditya06@gmail.com	9963641529
137	160115735129	Poojitha Borra	ECE-3	poojithaborra27@gmail.com	8886563958
138	160115735130	Thota Preethi	ECE-3	preethithota28@gmail.com	9705888637
139	160115735124	Divya Annapareddy	ECE-3	tejaannapareddy1998@gmail.com	9533158300
140	160115735145	Jaya Maheedhar Manthripragada	ECE-3	jayamaheedharmanthripragada@gmail.com	9704201169
141	160115735302	Sandeep Goud Pebberu	ECE-1	sandeeppebberu004@gmail.com	9700129229
142	160115735320	Vijaya Laxmi Talla	ECE-2	tallavijayalaxmi@gmail.com	9505842637
143	160115735326	Sai Vamshi Krishna Thaviti	ECE-3	vamshimudhiraj98@gmail.com	8801724793
144	160115735038	Emmanuel Jakaregari	ECE-1	emmanuel.jak07@gmail.com	9573577881

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1	160115802018	Anshul Kuncha	Chemical	anshul.kuncha@gmail.com	9848266656
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MBA

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APOLLO

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14

Date: 17-09-20

Dear Placement Officer,

(Name of College) **CBIT, HYDERABAD**

We are pleased to inform that the following students have been provisionally selected from your esteemed college during the campus drive.

Please note that these students should continue to maintain an overall percentage of 75% or CGPA of 7.5/10 without any backlog in any of the semesters in order for this offer to be valid. The work location will be intimated to them closer to their joining date.

Sl.No	Candidate Name	Gender	Qualification	Branch
1	DIUYA BANJA	F	B.E	ECE-3
2	MEGHANA MEKALA	F	B.E	ECE-3
3	DEMULA SWAPNA	F	B.E	ECE-2
4	GADE SAI KIRAN	M	B.E	EEE-2
5	KAIPALLI LIMBARDI	M	B.E	ECE-2
6	D. DEEPAK RAYA	M	B.E	ECE-2
7	DEEPA MANIKANTA	M	B.E	EEE-2
8	MANISH KUMAR.T	M	B.E	ECE-2
9	MASIZZAMA MOHD	M	B.E	ECE-3
10	DISHWA TEJA.T	M	B.E	ECE-3
11	SHIVA KRISHNA.A	M	B.E	ECE-3
12	AKHIL SABBANI	M	B.E	ECE-3
13	SAI CHARAN.B	M	B.E	ECE-3
14	AKHILA TARKA.M	F	B.E	IT-2
15	THATI KADYA	F	B.E	CSE-2

For College:

Placement Officer Name: **DR. N L N REDDY**
Signature: **TRAINING & PLACEMENT OFFICER**
CBIT, GANDIPET, HYD.
Cell: 98494 66587.
E-mail: nlnreddypo@gmail.com

For Tata Elxsi Limited

Name: **KRISHNA SETHI**
Signature: **N.S. Krishna**

TATA ELXSI

Tata Elxsi Limited

Registered Office: ITPB Road, Whitefield, Bangalore 560 048, India

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Handwritten signature and the number '14' inside a circle.

Nln Reddy <nlnreddypo@gmail.com>

TCS Ninja Hiring - Test Results - CBIT

Karthik Akrishna <karthik.akrishna@tcs.com>

To: nlnreddypo@gmail.com

Fri, Sep 7, 2018 at 11:25 AM

Cc: Harinarayanan Ps <harinarayanan.ps@tcs.com>, Srikanth Chintakuntla <srikanth.chintakuntla@tcs.com>

Dear NLN Sir

Thanks to you and your institute for the support shown to TCS and for your students' effective participation in the TCS Ninja Test.

Very happy to share with you that TCS Hyderabad Region has the highest number of students being called for interview after the test, all across India!

Attached is the result for your institute - Congratulations to all your students! **Please advise them to prepare well for the interviews.** The exact interview schedule will be communicated to you and to the students shortly.

Thanks & Regards
Karthik Abhirama Krishna
Campus Recruitment Lead - Hyderabad
Follow me on KNOOME: <https://knoome.ultimatix.net/u/karthik.akrishna>
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TCS Ninja Test Result - CBIT.xlsx
15K

Sub By
Chru
3/9/2018

Sl.No.	ParticipantId	Name	College	Home City
1	CT20162014560	PRAVIN Kishore KOYALKAR	CBIT	HYDERABAD
2	CT20162041932	ANIRUDH VALPADASU	CBIT	HYDERABAD
3	CT20162042221	VISHAL CHENNA	CBIT	HYDERABAD
4	CT20162043341	POLNENI ASHRITHA	CBIT	HYDERABAD
5	CT20162056172	UMA Maheshwari VEMMULA	CBIT	HYDERABAD
6	CT20182430167	RAGHURAM CHEPURI	CBIT	HYDERABAD
7	CT20182430574	VIVEK KUMAR Reddy HANUMAREDDYGARI	CBIT	HYDERABAD
8	CT20182431775	RITESH NK	CBIT	HYDERABAD
9	CT20182435736	JYOTHSNA MULLAPUDI	CBIT	HYDERABAD
10	CT20182444023	SAI Akhil RAYAPUDI	CBIT	HYDERABAD
11	CT20182446593	BINDU DEVALLA	CBIT	HYDERABAD
12	CT20182449164	CHERITHESH Reddy ATA	CBIT	HYDERABAD
13	CT20182449375	NIKHIL GATTU	CBIT	HYDERABAD
14	CT20182457014	SAI KUMAR SARAMPATI	CBIT	HYDERABAD
15	CT20182460776	HARISH KUMAR KATHI	CBIT	HYDERABAD
16	CT20182457415	SHREYA THERUPALLY	CBIT	HYDERABAD
17	CT20182457496	RACHANA KAVUKUNTLA	CBIT	HYDERABAD
18	CT20182457860	MADHURI VENNU	CBIT	HYDERABAD
19	CT20182463775	MANOJ Kumar BADALGAMA	CBIT	HYDERABAD
20	CT20182465223	SHIRISHA BANDARU	CBIT	HYDERABAD
21	CT20182574150	AISHWARYA KWADLI	CBIT	HYDERABAD
22	CT20182574353	HEMANTH Reddy MUSUKU	CBIT	HYDERABAD
23	CT20182574984	MANOGJNA CHITTA	CBIT	HYDERABAD
24	CT20182575430	MINIPURI Rajashekar REDDY	CBIT	HYDERABAD
25	CT20182575874	ANIL Kumar POTHARAJU	CBIT	HYDERABAD
26	CT20182576138	SRI CHARAN PEDDYREDDY	CBIT	HYDERABAD
27	CT20182576283	ANKITHA BHARADWAJ SARAFF	CBIT	HYDERABAD
28	DT20184422374	SONU BADUGU	CBIT	HYDERABAD
29	DT20184422936	RUPESH MUDAVATH	CBIT	HYDERABAD
30	DT20184443798	HAJIRAH Tabassum SHAIK	CBIT	HYDERABAD
31	DT20184446655	SHEFALI Shireen	CBIT	HYDERABAD
32	DT20184448370	DIVYA KONDA	CBIT	HYDERABAD
33	DT20184448668	VIJAYA LAXMI TALLA	CBIT	HYDERABAD
34	DT20184467307	AAKANKSHA VINNAKOTI	CBIT	HYDERABAD
35	DT20184514567	NAVEEN Kumar BACHU	CBIT	HYDERABAD
36	DT20184536744	MEGHNA RAMAN	CBIT	HYDERABAD
37	DT20184546184	NALLALA Sandeep KUMAR	CBIT	HYDERABAD
38	DT20184556043	PREETHI THOTA	CBIT	HYDERABAD
39	DT20184561255	VARALAKSHMI MIRDODDI	CBIT	HYDERABAD
40	DT20184563415	SAI Kiran CHAVAN	CBIT	HYDERABAD
41	DT20184564954	MADHURI KANDI	CBIT	HYDERABAD
42	DT20184570145	SAMPREETH SURUVU	CBIT	HYDERABAD
43	DT20184595615	T Jagadiswar REDDY	CBIT	HYDERABAD
44	DT20184615700	BHANU Prakash RENIKUNTLA	CBIT	HYDERABAD
45	DT20184632750	PRUTHVI Chandra SINGASANI	CBIT	HYDERABAD

Sl.No.	Participantid	Name	College	Home City
46	DT20184633445	SAI Kiran GADE	CBIT	HYDERABAD
47	DT20184648988	DURGA DEEKSHITHA KARAMSETTY	CBIT	HYDERABAD
48	DT20184571871	VARSHIK CHEBROLU	CBIT	HYDERABAD
49	DT20184582299	ANJANI DURISETY	CBIT	HYDERABAD
50	DT20184593970	BHANU Teja GUNDA	CBIT	HYDERABAD
51	DT20184594178	SRUJAN TIKAYYOLLA	CBIT	HYDERABAD
52	DT20184658935	HARSHITHA ADLURI	CBIT	HYDERABAD
53	DT20184660867	SAI Nikhil VANDANAPU	CBIT	HYDERABAD
54	DT20184661514	DIVYA BHOOMI	CBIT	HYDERABAD
55	CT20182467485	VISHNU Vardhan KYATHAM	CBIT	HYDERABAD
56	CT20182469286	ACHYUTH POTLAPALLY	CBIT	HYDERABAD
57	CT20182469439	SAMPATH Kumar THALLADA	CBIT	HYDERABAD
58	CT20182469621	ROSHINI BIJJALA	CBIT	HYDERABAD
59	CT20182469674	GANESH KOPPULA	CBIT	HYDERABAD
60	CT20182473959	DIVYA SRI SARPARAPU	CBIT	HYDERABAD
61	CT20182474610	PRAGNA CHALLA	CBIT	HYDERABAD
62	CT20182473003	KRISHNA Sai Vamsi CHINTALA	CBIT	HYDERABAD
63	CT20182480026	SAI KUMAR CHIKULA	CBIT	HYDERABAD
64	CT20182480744	VEDERE Manvitha REDDY	CBIT	HYDERABAD
65	CT20182481048	SUSMITHA DHADIGE	CBIT	HYDERABAD
66	CT20182485599	KAVYA THATI	CBIT	HYDERABAD
67	CT20182491629	YATISH Chandra BONDALA	CBIT	HYDERABAD
68	CT20182492488	SAI Himaja MANCHIKANTI	CBIT	HYDERABAD
69	CT20182492928	NAGA VIKAS PABBA	CBIT	HYDERABAD
70	CT20182493395	DEEKSHITH GANAPURAM	CBIT	HYDERABAD
71	CT20182523105	MADHUKAR DOMAKONDA	CBIT	HYDERABAD
72	CT20182523601	HARI PRIYANKA	CBIT	HYDERABAD
73	CT20182527182	DHEERAJ Reddy JAMBULA	CBIT	HYDERABAD
74	CT20182528446	SAHITHI Reddy MADDIKUNTALA	CBIT	HYDERABAD
75	CT20182528595	MANISH Kumar SADHU	CBIT	HYDERABAD
76	CT20182528629	POOJITHA BORRA	CBIT	HYDERABAD
77	CT20182528855	VENKATA SRIVATSA GRANDHI	CBIT	HYDERABAD
78	CT20182529078	ASHWITHA PASHAM	CBIT	HYDERABAD
79	CT20182529094	ARAVIND Babu SOMARAPU	CBIT	HYDERABAD
80	CT20182529097	NAGA AKHIL BELIDE	CBIT	HYDERABAD
81	CT20182529308	UMA MAHESH BANAKARI	CBIT	HYDERABAD
82	CT20182529746	GOPI KRISHNA Murali Venkateswara PONNADA	CBIT	HYDERABAD
83	CT20182526028	HARI CHARAN Reddy VEERANNAGARI	CBIT	HYDERABAD
84	CT20182527121	PRANEETH Kumar SAJULU	CBIT	HYDERABAD
85	CT20182530091	SAI SOWMITH Reddy CHINTHA	CBIT	HYDERABAD
86	CT20182530153	SANDEEP GOUD PEBBERU	CBIT	HYDERABAD
87	CT20182530315	SAI Saurabh KAUSHIK	CBIT	HYDERABAD
88	CT20182531727	SHASHIKANTH Reddy LEKKALA	CBIT	HYDERABAD
89	CT20182532192	PAVAN Sai CHERIJKURI	CBIT	HYDERABAD
90	CT20182532367	VARSHITHA INDUKURI	CBIT	HYDERABAD

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93	CT20182533477	SINDHU GUNDU	CBIT	HYDERABAD
94	CT20182533642	SUCHITHRA Reddy YELLOLU	CBIT	HYDERABAD
95	CT20182534298	HARUN SAI Reddy DEVIREDDY	CBIT	HYDERABAD
96	CT20182535461	MAHIDHAR KANUGOVI	CBIT	HYDERABAD
97	CT20182535646	SAIRAJA YADUGIRI	CBIT	HYDERABAD
98	CT20182535831	HIMAVARSHINI Reddy GURRAM	CBIT	HYDERABAD
99	CT20182535843	AKHILA MARRI	CBIT	HYDERABAD
100	CT20182536159	SAI Teja VANDHANAPU	CBIT	HYDERABAD
101	CT20182536168	MOHAN Kumar METHUKU	CBIT	HYDERABAD
102	CT20182538464	SANJEEV Kumar DUMPALA	CBIT	HYDERABAD
103	CT20182538928	SRINATH TANGALLAPALLY	CBIT	HYDERABAD
104	CT20182539224	SHANTHI PRIYA DULAPALLI	CBIT	HYDERABAD
105	CT20182539497	REVANTH Sai Kumar Reddy PATEL	CBIT	HYDERABAD
106	CT20182540057	AVANTHI BINDLA	CBIT	HYDERABAD
107	CT20182540088	YAHIDIDYA NARMALA	CBIT	HYDERABAD
108	CT20182540401	VASUDEVA GUDIMALLA	CBIT	HYDERABAD
109	CT20182536691	UDAY MORAMPUDI	CBIT	HYDERABAD
110	CT20182536699	SRINIJA REDDY KAMATHAM	CBIT	HYDERABAD
111	CT20182537051	FARAAZ AHMED	CBIT	HYDERABAD
112	CT20182537126	RAHUL KONAKANCHI	CBIT	HYDERABAD
113	CT20182537196	NEELIMA SWARNA	CBIT	HYDERABAD
114	CT20182538279	SRUJANVESH Goud KOTHA	CBIT	HYDERABAD
115	CT20182542780	LATHA GUNJA	CBIT	HYDERABAD
116	CT20182542959	HAREESH GUNDA	CBIT	HYDERABAD
117	CT20182543178	BHAGYA SRI GOTTIMUKKULA	CBIT	HYDERABAD
118	CT20182543264	VARNAKAVI SAI KIRAN	CBIT	HYDERABAD
119	CT20182544013	RAJAKUMARI POLAM	CBIT	HYDERABAD
120	CT20182544628	SONI MALKAPURAM	CBIT	HYDERABAD
121	CT20182514404	LAKSHMAN AMIREDDY	CBIT	HYDERABAD
122	CT20182515295	SAI Priya TALLURI	CBIT	HYDERABAD
123	CT20182509538	DILEEP MATHA	CBIT	HYDERABAD
124	CT20182517625	AKHILA JAKKAM	CBIT	HYDERABAD
125	CT20182521199	SHAMBHAVI MEESALA	CBIT	HYDERABAD
126	CT20182521936	HARITHA RACHURI	CBIT	HYDERABAD
127	CT20182545037	SOUMIC SAI CHINTAMANENI	CBIT	HYDERABAD
128	CT20182545169	NAVEENA DESAI	CBIT	HYDERABAD
129	CT20182545286	JAY PANARA	CBIT	HYDERABAD
130	CT20182545339	VAISHNAVI AVADHANAM	CBIT	HYDERABAD
131	CT20182546618	ITHESH MUPPANENI	CBIT	HYDERABAD
132	CT20182546834	ALEKHYA DATLA	CBIT	HYDERABAD
133	CT20182547310	ADITHI Reddy KALLEM	CBIT	HYDERABAD
134	CT20182547522	MEGHANA KASIREDDY	CBIT	HYDERABAD
135	CT20182551243	HYNDHAVI CHAVA	CBIT	HYDERABAD



July 16th, 2020

Rakesh Donti Reddy

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Nizamabad District, Telangana - 503185

Dear Rakesh,

On behalf of KORE.AI SOFTWARE INDIA PRIVATE LIMITED (the “Company”), I am pleased to extend to you an offer of employment for the position of **Associate Engineer, Grade-A1**. Your annual compensation (CTC) will be **Rs.5,00,000/- (Rupees Five Lakhs Only)**.

We look forward to you, joining us on or before **July 27th, 2020**.

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment you are required to complete and properly execute the

- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employment Agreement attached hereto as Annexure-B;
- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

This employment offer is subject to verification of the particulars mentioned in your application. In case, these particulars are found to be false, your services would be liable to termination without any reason or notice at any time.

This offer of employment is assignable to other organizations or legal entities. In the event of such a decision by the management, your employment will transfer to the new organization, with existing terms and conditions.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 7 days.

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Prasanna Kumar Arikala
Chief Technology Officer



Compensation-Annexure-(A)

Compensation Breakup Details

<i>Compensation per annum</i>	500000	
<i>Compensation per month</i>	41667	
Compensation	Monthly (In INR)	Annual (In INR)
Basic	16667	200000
House Rent Allowance	6667	80000
Special Allowance	14032	168385
Total Allowances - A	37366	448385
*Flexible Benefit Plan – B	1500	18000
PF Contribution-Employer	2000	24000
**Gratuity	801	9615
Total Retirals - C	2801	33615
Total Fixed Compensation (A+B+C)	41667	500000

For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Prasanna Kumar Arikala
Chief Technology Officer

ACKNOWLEDGEMENT

I accept your offer of employment and will report on (“**Effective Date**”) _____.

Rakesh Donti Reddy

Annexure-(A) - Contd

***Flexible Benefit Plan**

1. Flexible Benefit Plan is available as per the table below. You have an option of availing the benefits (you can choose any one or two) or else alternatively can choose to opt out of the FBP scheme and receive the total amounts as taxable in your monthly salary.

Benefit Available	Total Amount (Monthly in INR)	Monthly Amounts (INR)
Food Plus Card	Rs5667/-	Rs1500/-
LTA		Rs4167/-

You have a choice of selecting the benefits available to you under FBP once a year in April or at the time of joining. (For those whose salaries are below Rs. 5,00,000/- those employees will not be entitled for LTA)

2. Employees opting for LTA should submit bills on or before March 17th every year in the absence of which tax would be deducted.
3. For claiming LTA (for self and dependents) your leave dates should coincide with the dates on the LTA bills like train or airfare tickets.

****Gratuity**

This amount is payable as per Gratuity Act 1972.

*****Variable Pay**

This amount is defined specific to level and payable every quarter based on company and individual performance (as assessed in the Annual Talent Review (TREK) cycle for all employees at KORE.AI.

Group Mediciam / Group Term Life

Additionally you will be eligible for the following –

1. Group Mediciam (GMC) coverage of upto Rs.3,00,000/- family floater.
2. Personal Accident coverage of upto 3 times Cost to Company upto a max cap of Rs.50,00,000/- whichever is lower.
3. Group Term life (GTL) coverage of upto 3 times your Gross Cost to Company upto a max cap of Rs.50,00,000/- whichever is lower.

Note :- Benefits mentioned above are indicative but not exhaustive. Please refer to the detailed policy documents on applicability and other benefits.



Annexure-B

EMPLOYMENT AGREEMENT

This employment agreement (the “**Agreement**”) is made and entered into on this July 16th, 2020 by and between:

KORE.AI SOFTWARE INDIA PRIVATE LIMITED registered under the Indian Companies Act, 1956, having its registered office at Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081 (the “**Company**”), its parent, subsidiaries, affiliates, successors or assigns of the **FIRST PART**

And

Rakesh Donti Reddy, H.No: 1-4-1066, LBS Nagar, Gunj Road, Bodhan, Nizamabad District, Telangana - 503185 (the “**Employee**”) of the **OTHER PART**

For the purposes of this Agreement, “Parties” shall have a collective reference to both the Company and Employee and “Party” shall mean either the Company or the Employee.

In consideration of the Employee’s acceptance of the Offer Letter (as revised from time to time and currently in force; enclosed herewith as Annexure A) of the Company and the consequent appointment of the Employee with the Company, the Employee has agreed and has come forward to execute this Agreement and accept the terms and conditions of employment more fully laid out herein.

Now, therefore, it is hereby agreed between the Parties as under:

1. The terms and conditions laid down herein shall henceforth govern the working relationship between the Employee and the Company, whereas your present designation, compensation and related matters will remain the same as described in the offer letter, till such time you are intimated by the concerned authority in the form of a formal communication.
2. The location of employment of the Employee shall be at the location mentioned in the Offer Letter/present location as advised by the concerned authority and in the absence of any such notification, the Employee shall be obligated to report at 12th Floor, E – Park, Plot No 1, Hi-tech City Road, Jubilee Garden, Kondapur, Hyderabad 500084. During his/her course of employment, the Employee may be required to work at other existing technology centers or such other offices of the Company located within India or abroad. Decisions for such transfers, which may be for a short duration or of a permanent nature will depend on the Employee’s suitability for the intended task and would be made at the sole discretion of the Company.
3. **Compensation:** In lieu of the services rendered, the Employee shall be entitled to a monthly compensation as described in the Offer Letter /latest revised salary letter (the “**Compensation**”). The said Compensation is for any and all services of every nature rendered and to be rendered by the Employee, including “Duties” laid down in clause(6)of this Agreement and comprises the entire amount payable by the Company to the Employee in connection with his/her employment.
4. **Expense Reimbursement:** All expenses incurred by the Employee on behalf of the Company in connection with the Duties under this Agreement, shall be reimbursed at actuals or up to limits

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081

prescribed under the applicable expense reimbursement policy of the Company, whichever is lower, upon submission of bills, receipts and other such supporting vouchers/documents. It should be noted that the eligibility criteria for expenses to be incurred shall be as per the accounting policies of the Company determined solely by it, from time to time

5. Service Rules and Regulations: During employment with the Company, the Employee will be governed by the all applicable rules, regulations, policies and procedures of the Company, in force or as introduced or amended from time to time. Where, and in the manner applicable, the Employee will also be governed by the Company's policies and rules regarding Leave, Provident Fund, Bonus and ESI/Medical Reimbursement, Leave Travel Assistance, Misconduct, Indiscipline or/and other matters. Further, the Employee during the employment period shall perform his/her duties honestly, diligently, orderly, sincerely and shall at all times conduct himself/herself in a professional manner. All such rules, regulations, policies and procedures of the Company are more fully described in the Company Employee Handbook, which may be accessed on the Company's website.

6. Duties

a) Specific Duties:

In view of the appointment of the Employee by the Company in the designation mentioned hereinabove, the Employee is hereby expected to undertake and discharge the functions and duties as shall be intimated to the Employee from time to time.

b) General duties:

The Employee shall during the continuance of his/ her employment:

- i. During normal business hours, and at other times as may be necessary for the due performance of his/her duties, diligently and efficiently devote his/her entire time, skill and attention to the business of the Company;
- ii. Perform all such duties expected from him/her including those expressly or in an implied manner assigned to him/her by the Company, on such terms and subject to such restrictions as it may impose from time to time;
- iii. Maintain records and documentation, either in writing or electronic form, and submit such documentation/records to such designated official of the Company, on a weekly basis or as and when necessary of all technical data, processes, formulae, technology, designs, drawings, hardware configuration information, software programming information, improvements, etc., made, conceived or developed by the Employee, either alone or jointly with others during course of and in connection with his/her employment with the Company.

Failure to perform any of the duties mentioned hereinabove or breach of this clause shall be construed to be material breach for the purposes of this Agreement.

7. Other Employment: The Employee shall not, during the term of employment with the Company, directly or indirectly, be concerned with, engaged with or commence any other business, trade or profession, irrespective of whether or not the Employee's involvement is gratuitous or takes place outside his working hours. The expression "concerned with or engaged in" shall without limitation mean whether as an employee, advisor, partner, consultant, contractor, sub-contractor, proprietor, director, or otherwise. Additionally, the Employee shall not engage, whether directly or indirectly, in any other employment, occupation, consulting or other business activity directly or indirectly related to the business in which the Company is now involved or becomes involved during the term of his/her employment, nor will he/she engage in any activities that conflict with his/her Duties and Responsibilities. A breach of this clause shall be construed to be material breach for the purposes of this Agreement.



PROVIDED THAT the Employee may own beneficially any units of any authorised unit trust or mutual funds and shares or securities listed on a recognized stock exchange which when aggregated with shares or securities beneficially owned by your parents, spouse, children and step-children, total no more than five per cent of any single class of shares or securities in any company, which is engaged in a business similar to or conflicting with the Company. PROVIDED FURTHER THAT all such holdings shall be disclosed by you in writing to the Company on the first day of each calendar quarter.

Subject to the exceptions laid down in the applicable Company policy, the Employee shall not receive or obtain directly or indirectly any discount, rebate, commission or other inducement in respect of any sale or purchase of any goods and/or services rendered, or any other business transaction by or on behalf of the Company or an associated company. Additionally, if the Employee engages in any such business transaction with the Company in which he/she is directly or indirectly engaged, concerned or interested, the Employee shall immediately inform the Company about the same. Further, in the former instance, the Employee is under obligation to account for such discount, rebate, commission or other inducement, he/she may have received or obtained by or on behalf of the Company.

- 8. Inventions and Intellectual Property:** All Intellectual Property (defined herein), created, developed, co-developed, obtained or conceived by the employee during the course of and in connection with his/her employment with the Company or its affiliates, shall be owned by, shall belong exclusively to the Company.

In the event that the authorship rights in any Intellectual Property are or become subject of registration under any legislation, the Employee shall:

- a) Provide the Company and its attorneys with all necessary assistance and co-operation in connection with the preparation and prosecution of any application in respect of such Intellectual Property.
- b) In order to ensure compliance of this clause, the Employee and the Company shall enter into Employee Invention Assignment and Confidentiality Agreement annexed herewith.

“Intellectual Property” means and includes (i) all patents and applications therefore, including docketed patent disclosures, awaited filings, re-issues, divisions, renewals, extensions and provisional thereof (ii) all inventions (whether patentable or not), disclosures and improvements, all trade secrets, confidential business information (including research and development, know-how, compositions, designs, specifications, pricing and cost information and business and marketing plans), proprietary information, technical drawings and specifications, processes, methodologies etc.; (iii) all works of authorship, moral rights, copyrights (including derivative rights thereof), copyright registrations and applications therefor; (iv) all trade names, trade dress, logos, product names, collective marks, collective membership marks, trademarks certification marks and service marks, trademark and service mark registrations and applications together with the goodwill of the business of the Company symbolized by the names and the marks; (v) all data and related documents, object code, databases, passwords, encryption technology, firmware, development tools, files, records and data, and all media on which any of the foregoing is recorded; (vi) all technology developed or modified, including without limitation, customizations of third party technology and software, middleware, data base components, user interfaces and any other technology or software related thereto, (vii) any similar, corresponding or equivalent rights to any of the foregoing; (viii) all documentation related to any of the foregoing; and (ix) all goodwill associated with any of the foregoing.

- 9. Returning Company Property:** Upon Termination of employment with the Company, as per clause [23] of this Agreement, , the Employee will hand-over to the Company (and will not keep in his/her possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items, whether or not developed by the Employee pursuant to his/her employment with the Company or otherwise belonging to the Company. In the event of the Employee committing default of the above clause, the Employee shall be liable to indemnify the Company against any losses or claims or loss of profits or that may arise on account of such breach.
- 10. Conflict of Interest :** The Employee hereby undertakes and agrees to fully comply with the Conflict of Interest Policy of the Company as detailed and substantiated in the Company's Employee Handbook/Intranet and also to conduct his/her affairs in strict compliance with the letter and spirit of the law of the land.
- 11. Income Tax Liability:** The Income Tax Liability with regards to the Employee's salary and perks will be the Employee's liability, and will be governed by the tax laws of the country as applicable from time to time. However, all statutory requirements of taxes to be deducted at source by the Company will be complied with by the Company (or its agent, as applicable).
- 12. Communication and Correspondence:** Any communication sent to the Employee to his permanent address or any other address as filed / amended in the records by the Employee, at the time of his joining will stand final and correspondence so sent on behalf of the Company by registered post, will be deemed to have been received by the Employee.
- 13. Professional Ethics:** The Employee is required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If the Employee is found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft or of misappropriation regardless of the value involved, the Employee's services would be terminated with immediate effect, notwithstanding other Terms and Conditions mentioned in this agreement.
- 14. Internet and E-mail usage:** The Employees' are permitted access to the Internet and Company's e-mail service, which is restricted only for the purpose of business use as per the nature of the job. Misuse of the Internet and Company's e-mail service such as surfing pornographic sites, job seeking, gaming, hacking or attempting to gain access of other Employees' and Company information without authorized permission, being a member of any internet hacking community, using the Company's e-mail for receiving non-technical newsletters / junk mail, broadcasting personal messages to all mail service users, forwarding mail communication to external parties, initiating a direct contact with the Client through mail etc. is prohibited. The Company may at its sole discretion, terminate the said Employment of the Employee with the Company with immediate effect, in the event of it being found that the Employee violates the usage of Internet and e-mail as dictated by the Policies of the Company that exist currently, and may be supplemented and amended from time to time.
- 15. Code of Conduct:** The Employee shall conduct himself / herself in conformity with the code of conduct from time to time. Further, the Employee shall carry out the instructions in letter & spirit, given by the superiors, shall not disobey the instructions given and shall not indulge in any unethical practices which results in loss of productivity or which affect the project deliverables.



- 16. Smoking & Drinking:** The Company owes and assures a smoke and alcohol free environment for its Employees. The entire office premises including conference rooms, lobbies/washrooms are declared as “Non-Smoking Zones” & “Alcohol Free Zones”.
- 17. Destroying Papers & Materials:** Any official communication, which includes electronic data in any form, and e-mails, which is confidential in nature, shall be destroyed appropriately after the purpose is served, with the knowledge and consent of the immediate superior of the employee to whom such employee is reporting. A record of such destroyed official communication shall be maintained in the register maintained for the purpose, the entry in which shall be signed by the employee and counter signed by his immediate superior.
- 18. Safe Custody of Company Material:** The Employee will be responsible for the safe keeping and good condition and order of all the Companies property entrusted to his/ her care and charge. The Company reserves the right to deduct the cost of such articles from the Employees dues, or take such action as may be deemed proper, in the event of failure or damage to account for such property, to the Company’s satisfaction.
- 19. Employee Non-Disclosure Agreement:** As the Employee shall have access to various proprietary and confidential information during the course of employment with the Company, he/she shall be required to execute an Employment Invention and Confidentiality Agreement enclosed as Annexure [C] hereto and it shall form part & parcel of this Agreement.
- 20. Confidentiality of Compensation:** The Employee’s Compensation is based *inter alia* on his/her overall experience level in the IT Industry, educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the requisite skill sets. Therefore, the salary package offered to the Employee is very specific and personal to the Employee. Therefore, Employee agrees to strictly maintain the secrecy of and shall ensure that he / she does not divulge, discuss or communicate in any manner, any information regarding his/her remuneration, to any other Employee of the Company except with their immediate supervising officer/ Head of the HR Dept. of the Company. Similarly, when deputed to work / interact at any client’s site, the Employee is expected to maintain full confidentiality regarding his Compensation. The Employee further agrees not to discuss or disclose the same to any member of the client staff, in order to maintain and promote good ethical functional business relations with Company’s clients.
- 21. Deputation:** The Employee shall be permanently employed at the Company’s Hyderabad location. However, he/she may be deputed to work at any of the Company’s offices located elsewhere, varying for a period of six months or above in a year, as and when considered necessary, solely at the discretion of the Company. Depending upon the Employee’s suitability, the Employee may be deputed from time to time to work at the Company’s foreign collaborators’ site/ parent company’s site or with any of their clients at such client sites, whether in USA or elsewhere. While being posted elsewhere as per the terms of this clause the Employee shall execute all or any additional agreements as may be required by the respective company at the time of posting. However the Employee shall be paid by the Company in accordance with the living standards of the place of transfer and any decision in this regard is solely reserved by the Company and will be treated as final and binding on the Employee.
- 22.** The Company reserves the right to depute the Employee on a secondment, in circumstances it deems necessary, as a full time employee at existing terms and conditions.

23. Termination of Employment:

- a) Either the Company or the Employee can terminate this Agreement at any time by giving two (2) months' prior written notice or two (2) months' basic salary in lieu thereof. The termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.
- b) The Company reserves the right to pay or recover the relevant amounts in lieu of Notice Period. In case the Employee intends to terminate his employment in the Company as stated to in clause [23(a)] above, the Company will have the sole option/ right to waive the notice period without paying the employee for the notice period and shall ensure the termination of the Employee from the Company forthwith without incurring any obligations to pay any amounts for the unexpired Notice Period. Waiver of Notice Period will be at the sole discretion of the Company to be given in writing by the Company.
- c) In the event that the Employee is in the middle of an assignment, the Company may require the Employee to complete all operative parts of the assignment, as determined by the Company before agreeing to relieve the Employee from his/her services.
- d) Upon termination of this Agreement, the Employee will immediately return to the Company, any and all documents, manuals, data, records, Confidential Information, Intellectual Property, material and property belonging to the Company that may be entrusted to and/or placed in the Employee's possession by virtue of and/or during the course of his/her employment with the Company, without making any copies thereof and/or extracts there from. The Employee will also immediately deliver to the Company all notes, analyses, summaries and working papers relating thereto.
- e) Provided that the employment of the Employee may be terminated forthwith without providing any notice in the event of breach by the Employee of any term stipulated under this Agreement or the published company policies. However, in this event, the Company will not pay salary in lieu of such notice. The Company further reserves the right to include the recovery of such salary paid, in its claim for damages for the breach of this Agreement, if any.
- f) For the purposes of this clause:
 - (i) Date of notice of termination by the Employee would be taken as the date in the e-mail / formal resignation letter that is submitted by the Employee which in turn should be signed as accepted, by the Immediate Project Manager, HR-Representative and the Head - HR.
 - (ii) Leaves that the Employee may have accumulated during the period of service may be adjusted against the Notice Period at the Employer's discretion provided that the Employee has completed the pending tasks and deliverables as dictated by the then current project assignment.
 - (iii) Depending on the pendency / exigencies of work entrusted to the Employee, the Company may ask the Employee to extend stay compulsorily for such periods from the date of serving of the required notice, for such period as would be required for the Company to effectively replace the services of the Employee or the completion of the duties entrusted to the Employee to the sole satisfaction of the Company.

- g) Notwithstanding the above and without prejudice to any other rights that the Company may have against the Employee under this agreement or under any other applicable law for the time being in force or otherwise, in the event the Employee leaves the Company within a period of 12 months from the date of commencement of his/her employment, the employee shall reimburse to the Company the following:
- (i) All amounts paid to you by the Company, other than your salary, including without limitation, any signing bonus, recruitment fee, relocation expenses, etc.;
 - (ii) All expenses incurred by the Company in connection with any training rendered to you, whether in India or abroad;
 - (iii) All expenses incurred by the Company in connection with the employment and termination of the Employee including attorney's fees.
 - (iv) All fees, charges and expenses incurred on account of your training or continuing education incurred by the Company during the period of your employment with the Company.

24. Absenteeism without Notice: In the event of the Employee's absence from the services of the Company without written permission from the concerned manager or without intimation to the concerned manager for a period of 5 days (including weekends), it would be assumed that the Employee has voluntarily abandoned services of the Company and the Company has the sole discretion to terminate the Employee's services.

25. Non - Solicitation & Non- Compete: The Employee shall not during the term of employment with the Company and for a period of 12 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause:

- (i) Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment;
- (ii) Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;
- (iii) A breach under this clause shall be construed to be a material breach of this Agreement

26. Representations: The Employee warrants, undertakes and confirms to the Company that he/ she are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company and the Intellectual Property rights assigned to the Company are not in breach or violation of any such agreement or contract or the like as aforesaid.

27. Veracity of Information Provided: The Employee has been engaged based on the presumption that the particulars furnished by him/her in the resume or testimonials handed over to the Company are true and correct. In case they said particulars are found to be false or incorrect or that the Employee has concealed or withheld relevant material fact(s), the Employee's appointment with the Company shall stand terminated without any notice.



- 28. Legal Advice:** It is presumed that the Employee hereby accepts these Employment terms and conditions stipulated in this Agreement willingly & after understanding the full implications by seeking proper Legal Advice.
- 29. Governing Law and Jurisdiction:** These Employment Terms and Conditions shall be governed and construed in accordance with the laws of India. The courts at Hyderabad will have jurisdiction in case any dispute between the Company and Employee, in connection with this Agreement.
- 30. Severability:** If one or more of the provisions in this Agreement is declared void by law, then the remaining provisions of this Agreement in so far as they are enforceable or capable of being enforceable shall continue in full force and effect being applicable to the Agreement.
- 31. Waiver:** No failure or delay by either of the Parties in exercising any right, power or privilege under this Agreement will operate as a waiver thereof or of any other or subsequent breach will not operate or be construed as a waiver.

**For KORE.AI SOFTWARE INDIA
PRIVATE LIMITED:**

Employee:

By: _____
Signature

Signature

Name: Prasanna Kumar Arikala

Rakesh Donti Reddy

Title: Chief Technology Officer

Associate Engineer

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana,
India, 500081

Annexure-C

**EMPLOYEE INVENTION ASSIGNMENT AND CONFIDENTIALITY
AGREEMENT-**

This invention assignment and confidentiality agreement (the “**Agreement**”) is made and entered into on this July 16th, 2020 by and between:

KORE.AI SOFTWARE INDIA PRIVATE LIMITED registered under the Indian Companies Act, 1956, having its registered office at Floor No. 12, e Park, Plot No.1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081 (the “**Company**”), its parent, subsidiaries, affiliates, successors or assigns of the **FIRST PART**

And

Rakesh Donti Reddy, H.No: 1-4-1066, LBS Nagar, Gunj Road, Bodhan, Nizamabad District, Telangana - 503185 (the “**Employee**”) of the **OTHER PART**

For the purposes of this Agreement, “Parties” shall have a collective reference to both the Company and Employee and “Party” shall mean either the Company or the Employee.

WHERE AS:

- (A) The Employee is in employment with the Company as “Associate Engineer”, from the Effective Date (defined below);
- (B) The Employee understands and acknowledges that during his employment with the Company, the Employee is required to receive training, which shall be imparted directly or indirectly by the Company, to update his or her skills to be properly equipped to effectively perform his/her duties and responsibilities of employment;
- (C) Information that Employee is exposed to for the direct or indirect purpose of performing his/her duties and responsibilities during the course of the employment is highly confidential;
- (D) The Employee is aware and understands that substantial expenditure is and would be incurred by the Company for imparting such training, whether formal or on-job training to the Employee;

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein; in consideration of the Employee’s acceptance of the Offer Letter (defined below), signing of the Employment Agreement(Annexure-B) dated July 16th, 2020 with the Company; and the consequent appointment of the Employee with the Company, the Company and the Employee hereby agree as follows:

1. Definitions

- (a) “Confidential Information” means any data or information that is written, oral or graphical, belonging to the Company, its affiliates, its clients or customers, including but not limited to any data or information related to Company’s current, future and/or proposed products and services, technology, research,

development, patent or patent applications, techniques, sketches, drawing, works of authorship, models, inventions, processes, equipment, algorithms, software programs, software source comments and formulae, financial information and data, procurement and/or purchasing requirements, contractual relationships, business forecasts, sales and merchandising data, marketing plans, customers or business activities; any proprietary information, technical data, trade secrets or know-how, including but not limited to research, product plans, products, services, customer lists and customers, markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances or other business information disclosed to the Employee by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment;

- (b) “Effective Date” means the date mentioned in the Offer Letter;
- (c) “Employee Handbook” means the Company’s employee handbook/intranet which contains all Company policies and procedures including any amendments made thereto;
- (c) “Employment Agreement” means the agreement signed by the Employee with the Company with respect to his terms and conditions of his employment;
- (d) “Intellectual Property means and includes (i) all patents and applications therefore, including docketed patent disclosures, awaited filings, re-issues, divisions, renewals, extensions and provisionals thereof (ii) all inventions (whether patentable or not), disclosures and improvements, all trade secrets, confidential business information (including research and development, know-how, compositions, mask works, designs, specifications, pricing and cost information and business and marketing plans), proprietary information, technical drawings and specifications, processes, methodologies etc.; (iii) all works of authorship, copyrights (including derivative rights thereof), copyright registrations and applications therefor; (iv) all trade names, trade dress, logos, product names, collective marks, collective membership marks, trademarks certification marks and service marks, trademark and service mark registrations and applications together with the goodwill of the business of the Company symbolized by the names and the marks; (v) all data and related documents, object code, databases, passwords, encryption technology, firmware, development tools, files, records and data, and all media on which any of the foregoing is recorded; (vi) all technology developed or modified, including without limitation, customizations of third party technology and software, middleware, data base components, user interfaces and any other technology or software related thereto, (vii) any similar, corresponding or equivalent rights to any of the foregoing; (viii) all documentation related to any of the foregoing; (ix) all goodwill associated with any of the foregoing; (x) any and all moral rights (as defined below) that the Employee may have in or with respect to any Intellectual Property. The Employee hereby forever waives and agrees never to assert any and all moral rights he/she may have in or with respect to any Intellectual Property, even after his/her termination from the Company. “Moral rights” mean any rights to claim authorship of or credit for Intellectual Property, to object to or prevent the modification or destruction of any Intellectual Property, or to withdraw from circulation or control the publication or distribution of any Intellectual Property, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a “moral right.”



- (e) “Offer Letter” means the letter issued by the Company to the Employee offering him/her employment in the Company.
2. Except as otherwise provided in this Agreement and at all times hereafter, the Employee shall keep secret and retain in strictest confidence, any and all Confidential Information relating to the Company or any of its affiliates, and shall use such Confidential Information only in furtherance of his/her duties as an Employee of the Company or its affiliates and not for personal benefit or the benefit of any interest adverse to the interests of the Company or any of its affiliates.
 3. The Employee shall not disclose such Confidential Information to any person other than the Company, except as may be required by law or any court or administrative order (in which event the Employee shall so notify the Company as promptly as practicable). Upon the termination of the Employee's position as an employee of the Company or its affiliates for any reason, the Employee shall promptly return to the Company or destroy all copies, reproductions and summaries of Confidential Information in the Employee's possession or control and erase the same from all media in the Employee's possession or control, and, if the Company so requests, shall certify in writing that he or she has done so.
 4. All Confidential Information and such information that the Company or any of its affiliates received from a third party which the Company is obligated to treat as confidential shall remain the property of the Company. The Employee shall not use the Confidential Information and such third-party information in his/her Curriculum Vitae, bio-data, resume or any other professional description of the Employee either during or after termination of his/her employment with the Company.
 5. The Employee agrees any and all Intellectual Property that (i) is developed using equipment, supplies, facilities or trade secrets of the Company, (ii) results from work performed by me for the Company, or (iii) relates to the Company's business or actual or demonstrably anticipated research and development, will be the sole and exclusive property of the Company and hereby agrees to assign, and does hereby assigns, such Intellectual Property to the Company.
 6. The employee therefore does hereby assign, transfer and convey to the Company the entire right, title and interest in any and all Intellectual Property which may be conceived, made, developed or worked on, in whole or in part, solely or jointly with others during the term of the employment in order to secure for the benefit of the Company, adequate rights in such Intellectual Property in India, and all foreign countries; and further he/she agrees to assist the Company as required to draft such instruments, to obtain and to enforce such rights.
 7. The Employee agrees to assist the Company in every proper way to obtain proper legal protection for Intellectual Property and for the proper enforcement of such Intellectual Property in India and abroad. The Employee will execute any and all documents that the Company may reasonably request for use in obtaining or enforcing such patents, copyrights, mask work rights, trade secrets and other legal protections. These obligations of the Employee will continue beyond the termination of my employment with the Company, provided that the Company will compensate him/her for the expenses actually spent by him/her at the Company's request on such assistance. The Employee further agrees to execute such further documents and instruments and to take such further actions as may be reasonably necessary to carry out the purposes and intent of this Agreement.

8. The Employee represents that his/her performance of the terms of this Agreement and his/her duties as an employee of the Company will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. The Employee represents that he/she will not bring to the Company or use in the performance of his/her duties for the Company any documents or materials or intangibles of a former employer or third party that are of a confidential nature, not generally available to the public or have not been legally transferred to the Company.

9. Non-Compete

9.1 The Employee agrees that he/she will not, without the Company's express written consent, engage in any other employment or business that (i) directly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Company's business interest and causes a disruption of its operations.

9.2 In furtherance of clause 9.1 during his/her employment with the Company he/she will not provide services to a Competitor in any role or position (as an employee, consultant, or otherwise) that would involve Conflicting Business Activities. "Competitor" means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. "Competing Line of Business" means the business of providing products or services to enable customers to develop, or developing for customers, applications or services across different platforms and channels including mobile devices, tablet devices, kiosks and/or web sites (mobile and traditional) and includes any other business that involves a product or service offered by anyone other than the Company that would replace or compete with any product or service offered or to be offered by the Company with which he/she had material involvement while employed by the Company (unless the Company and its subsidiaries and other affiliates are no longer engaged in or planning to engage in that line of business). "Conflicting Business Activities" means job duties or other business-related activities where the Company does business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which he/she participates or as to which he/she receives Confidential Information during his/her employment with the Company.

10. Non-Solicitation

10.1 Non-Solicitation of Employees/Consultants: During his/her employment with the Company and for a period of one (1) year thereafter, he/she will not directly or indirectly solicit employees or consultants of the Company for my his/her benefit or for the benefit of any other person or entity.

10.2 Non-Solicitation of Suppliers/Customers: During and after the termination of his/her employment with the Company, he/she will not directly or indirectly solicit or otherwise take away customers or suppliers of the Company if, in so doing, he/she uses or discloses Confidential Information of the Company. The Employee agrees that the names and addresses of the Company's customers and suppliers not in the public domain, and all other information related to them, including their buying and selling habits and special needs, created or obtained by him/her during his/her employment, constitute trade secret or proprietary or confidential information of the Company.



11. **Name & Likeness Rights:** The Employee hereby authorizes the Company to use, reuse, and to grant others the right to use and reuse, his/her name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any form of media or technology now known or hereafter developed (including, but not limited to, film, video and digital or other electronic media), during his/her employment, for no purposes whatsoever other than those related to the Company's business, such as marketing, advertising, credits, and presentations.
12. **Governing Law and Jurisdiction:** This Agreement shall be governed and construed in accordance with the laws of India. The courts at Hyderabad will have jurisdiction in case of any disputes which may arise between the Company and Employee in connection with this Agreement.
13. If any provision of this Agreement is invalid or prohibited under the applicable law, such invalidity shall not affect the validity of other provisions contained herein.
14. If at any time either Party fails to enforce any provision of this Agreement, it shall not be construed as a waiver of any provision and not prevent either Party from enforcing that provision or any other provision of this Agreement. This Agreement may be amended only by a written agreement executed by each of the Parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the Party against which enforcement is sought. Any amendment effected in accordance with this clause will be binding upon the Parties and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance.
15. The Employee understands that any failure to perform any acts or deeds required to be performed under the terms and conditions of this Agreement would result in breach thereof and such breach would entitle the Company such reliefs, including a claim for damages, injunctions, in addition to any other remedies that may be available at law.
16. **Counterparts:** This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same agreement.
17. This Agreement shall be effective as on the Effective Date mentioned above.

For KORE.AI SOFTWARE INDIA PRIVATE LIMITED:

Employee:

By:

Signature

Signature

Name:

Prasanna Kumar Arikala

Rakesh Donti Reddy

Title:

Chief Technology Officer

Associate Engineer

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081



March 31, 2022

Dear **Rakesh Reddy Donti Reddy**,

We take this opportunity to extend our sincere thanks for being an integral part of Kore.ai Software India Private Limited.

In recognition of your performance and contributions for the year 2021, we are pleased to inform you that you have been promoted to **Senior Software Engineer, Grade - A3** and your current compensation has been revised to **INR 11,96,000/- per annum**, effective **01st January 2022**.

Thank you for your steadfast dedication and support! You have played an important part in influencing the outcomes that we achieved by working together as one team.

All other terms and conditions of your employment remain unchanged.

Please note that maintaining confidentiality of your compensation details is essential and hence you are requested not to disclose these details to anyone. Noncompliance to this will attract disciplinary action.

We look forward to your valuable contributions and wish you a rewarding career with Kore.ai.

Yours Sincerely,

DocuSigned by:
Sarada Sruti Kandamur
5B9173C0B01246A...

Sarada Sruti Kandamur
Senior Director – HR & Recruitment

Acknowledgement

Please share your signature as a token of acceptance.

Rakesh Reddy Donti Reddy



February 3rd, 2020

Patnam Bhavana

House Number:16-2-301, Flat Number 301,
Arpitha's R.K. Residency, S.S. Colony, Hydernagar,
Hyderabad - 500085

Dear Bhavana,

On behalf of KORE.AI SOFTWARE INDIA PRIVATE LIMITED (the "Company"), I am pleased to extend to you an offer of employment for the position of **Associate Engineer, Grade-A1**. Your annual compensation (CTC) will be **Rs.4,50,000/- (Rupees Four Lakhs Fifty Thousand Only)**.

We look forward to you, joining us on or before **February 3rd, 2020**.

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment you are required to complete and properly execute the

- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employment Agreement attached hereto as Annexure-B;
- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

This employment offer is subject to verification of the particulars mentioned in your application. In case, these particulars are found to be false, your services would be liable to termination without any reason or notice at any time.

This offer of employment is assignable to other organizations or legal entities. In the event of such a decision by the management, your employment will transfer to the new organization, with existing terms and conditions.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 7 days.

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Prasanna Kumar Arikala
Chief Technology Officer



Compensation-Annexure-(A)

Compensation Breakup Details

<i>Compensation per annum</i>	450000	
<i>Compensation per month</i>	37500	
Compensation	Monthly (In INR)	Annual (In INR)
Basic	15000	180000
House Rent Allowance	6000	72000
Special Allowance	12479	149746
Total Allowances - A	33479	401746
*Flexible Benefit Plan – B	1500	18000
PF Contribution-Employer	1800	21600
**Gratuity	721	8654
Total Retirals - C	2521	30254
Total Fixed Compensation (A+B+C)	37500	450000

For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Prasanna Kumar Arikala
Chief Technology Officer

ACKNOWLEDGEMENT

I accept your offer of employment and will report on (“Effective Date”) _____.

Patnam Bhavana

Annexure-(A) - Contd

***Flexible Benefit Plan**

1. Flexible Benefit Plan is available as per the table below. You have an option of availing the benefits (you can choose any one or two or all three) or else alternatively can choose to opt out of the FBP scheme and receive the total amounts as taxable in your monthly salary.

Benefit Available	Total Amount (Monthly in INR)	Monthly Amounts (INR)
Food Plus Card	Rs5667/-	Rs1500/-
LTA		Rs4167/-

You have a choice of selecting the benefits available to you under FBP once a year in April or at the time of joining. (For those whose salaries are below Rs. 5,00,000/- those employees will not be entitled for LTA)

2. Employees opting for LTA should submit bills on or before March 17th every year in the absence of which tax would be deducted.
3. For claiming LTA (for self and dependents) your leave dates should coincide with the dates on the LTA bills like train or airfare tickets.

****Gratuity**

This amount is payable as per Gratuity Act 1972.

*****Variable Pay**

This amount is defined specific to level and payable every quarter based on company and individual performance (as assessed in the Annual Talent Review (TREK) cycle for all employees at KORE.AI.

Group Mediciam / Group Term Life

Additionally you will be eligible for the following –

1. Group Mediciam (GMC) coverage of upto Rs.3,00,000/- family floater.
2. Personal Accident coverage of upto 3 times Cost to Company upto a max cap of Rs.50,00,000/- whichever is lower.
3. Group Term life (GTL) coverage of upto 3 times your Gross Cost to Company upto a max cap of Rs.50,00,000/- whichever is lower.

Note :- Benefits mentioned above are indicative but not exhaustive. Please refer to the detailed policy documents on applicability and other benefits.



Annexure-B

EMPLOYMENT AGREEMENT

This employment agreement (the “**Agreement**”) is made and entered into on this February 3rd, 2020 by and between:

KORE.AI SOFTWARE INDIA PRIVATE LIMITED registered under the Indian Companies Act, 1956, having its registered office at Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081 (the “**Company**”), its parent, subsidiaries, affiliates, successors or assigns of the **FIRST PART**

And

Patnam Bhavana, House Number:16-2-301, Flat Number 301, Arpitha’s R.K. Residency, S.S. Colony, Hydernagar, Hyderabad - 500085 (the “**Employee**”) of the **OTHER PART**

For the purposes of this Agreement, “Parties” shall have a collective reference to both the Company and Employee and “Party” shall mean either the Company or the Employee.

In consideration of the Employee’s acceptance of the Offer Letter (as revised from time to time and currently in force; enclosed herewith as Annexure A) of the Company and the consequent appointment of the Employee with the Company, the Employee has agreed and has come forward to execute this Agreement and accept the terms and conditions of employment more fully laid out herein.

Now, therefore, it is hereby agreed between the Parties as under:

1. The terms and conditions laid down herein shall henceforth govern the working relationship between the Employee and the Company, whereas your present designation, compensation and related matters will remain the same as described in the offer letter, till such time you are intimated by the concerned authority in the form of a formal communication.
2. The location of employment of the Employee shall be at the location mentioned in the Offer Letter/present location as advised by the concerned authority and in the absence of any such notification, the Employee shall be obligated to report at 12th Floor, E – Park, Plot No 1, Hi-tech City Road, Jubilee Garden, Kondapur, Hyderabad 500084. During his/her course of employment, the Employee may be required to work at other existing technology centers or such other offices of the Company located within India or abroad. Decisions for such transfers, which may be for a short duration or of a permanent nature will depend on the Employee’s suitability for the intended task and would be made at the sole discretion of the Company.
3. **Compensation:** In lieu of the services rendered, the Employee shall be entitled to a monthly compensation as described in the Offer Letter /latest revised salary letter (the “**Compensation**”). The said Compensation is for any and all services of every nature rendered and to be rendered by the Employee, including “Duties” laid down in clause(6)of this Agreement and comprises the entire amount payable by the Company to the Employee in connection with his/her employment.

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081

4. Expense Reimbursement: All expenses incurred by the Employee on behalf of the Company in connection with the Duties under this Agreement, shall be reimbursed at actuals or up to limits prescribed under the applicable expense reimbursement policy of the Company, whichever is lower, upon submission of bills, receipts and other such supporting vouchers/documents. It should be noted that the eligibility criteria for expenses to be incurred shall be as per the accounting policies of the Company determined solely by it, from time to time

5. Service Rules and Regulations: During employment with the Company, the Employee will be governed by the all applicable rules, regulations, policies and procedures of the Company, in force or as introduced or amended from time to time. Where, and in the manner applicable, the Employee will also be governed by the Company's policies and rules regarding Leave, Provident Fund, Bonus and ESI/Medical Reimbursement, Leave Travel Assistance, Misconduct, Indiscipline or/and other matters. Further, the Employee during the employment period shall perform his/her duties honestly, diligently, orderly, sincerely and shall at all times conduct himself/herself in a professional manner. All such rules, regulations, policies and procedures of the Company are more fully described in the Company Employee Handbook, which may be accessed on the Company's website.

6. Duties

a) Specific Duties:

In view of the appointment of the Employee by the Company in the designation mentioned hereinabove, the Employee is hereby expected to undertake and discharge the functions and duties as shall be intimated to the Employee from time to time.

b) General duties:

The Employee shall during the continuance of his/ her employment:

- i. During normal business hours, and at other times as may be necessary for the due performance of his/her duties, diligently and efficiently devote his/her entire time, skill and attention to the business of the Company;
- ii. Perform all such duties expected from him/her including those expressly or in an implied manner assigned to him/her by the Company, on such terms and subject to such restrictions as it may impose from time to time;
- iii. Maintain records and documentation, either in writing or electronic form, and submit such documentation/records to such designated official of the Company, on a weekly basis or as and when necessary of all technical data, processes, formulae, technology,

designs, drawings, hardware configuration information, software programming information, improvements, etc., made, conceived or developed by the Employee, either alone or jointly with others during course of and in connection with his/her employment with the Company.

Failure to perform any of the duties mentioned hereinabove or breach of this clause shall be construed to be material breach for the purposes of this Agreement.

7. Other Employment: The Employee shall not, during the term of employment with the Company, directly or indirectly, be concerned with, engaged with or commence any other business, trade or profession, irrespective of whether or not the Employee's involvement is gratuitous or takes place outside his working hours. The expression "concerned with or engaged in" shall without limitation mean whether as an employee, advisor, partner, consultant, contractor, sub-contractor, proprietor, director, or otherwise. Additionally, the Employee shall not engage, whether directly or indirectly, in any other employment, occupation, consulting or other business activity directly or indirectly



related to the business in which the Company is now involved or becomes involved during the term of his/her employment, nor will he/she engage in any activities that conflict with his/her Duties and Responsibilities. A breach of this clause shall be construed to be material breach for the purposes of this Agreement.

PROVIDED THAT the Employee may own beneficially any units of any authorised unit trust or mutual funds and shares or securities listed on a recognized stock exchange which when aggregated with shares or securities beneficially owned by your parents, spouse, children and step-children, total no more than five per cent of any single class of shares or securities in any company, which is engaged in a business similar to or conflicting with the Company. PROVIDED FURTHER THAT all such holdings shall be disclosed by you in writing to the Company on the first day of each calendar quarter.

Subject to the exceptions laid down in the applicable Company policy, the Employee shall not receive or obtain directly or indirectly any discount, rebate, commission or other inducement in respect of any sale or purchase of any goods and/or services rendered, or any other business transaction by or on behalf of the Company or an associated company. Additionally, if the Employee engages in any such business transaction with the Company in which he/she is directly or indirectly engaged, concerned or interested, the Employee shall immediately inform the Company about the same. Further, in the former instance, the Employee is under obligation to account for such discount, rebate, commission or other inducement, he/she may have received or obtained by or on behalf of the Company.

- 8. Inventions and Intellectual Property:** All Intellectual Property (defined herein), created, developed, co-developed, obtained or conceived by the employee during the course of and in connection with his/her employment with the Company or its affiliates, shall be owned by, shall belong exclusively to the Company.

In the event that the authorship rights in any Intellectual Property are or become subject of registration under any legislation, the Employee shall:

- a) Provide the Company and its attorneys with all necessary assistance and co-operation in connection with the preparation and prosecution of any application in respect of such Intellectual Property.
- b) In order to ensure compliance of this clause, the Employee and the Company shall enter into Employee Invention Assignment and Confidentiality Agreement annexed herewith.

“Intellectual Property” means and includes (i) all patents and applications therefore, including docketed patent disclosures, awaited filings, re-issues, divisions, renewals, extensions and provisional thereof (ii) all inventions (whether patentable or not), disclosures and improvements, all trade secrets, confidential business information (including research and development, know-how, compositions, designs, specifications, pricing and cost information and business and marketing plans), proprietary information, technical drawings and specifications, processes, methodologies etc.; (iii) all works of authorship, moral rights, copyrights (including derivative rights thereof), copyright registrations and applications therefor; (iv) all trade names, trade dress, logos, product names, collective marks, collective membership marks, trademarks certification marks and service marks, trademark and service mark registrations and applications together with the goodwill of the business of the Company symbolized by the names and the marks; (v) all data and related documents, object code, databases, passwords, encryption technology, firmware, development tools, files, records and data, and all media on which any of the foregoing is recorded; (vi) all technology developed or modified, including without limitation, customizations of third



party technology and software, middleware, data base components, user interfaces and any other technology or software related thereto, (vii) any similar, corresponding or equivalent rights to any of the foregoing; (viii) all documentation related to any of the foregoing; and (ix) all goodwill associated with any of the foregoing.

- 9. Returning Company Property:** Upon Termination of employment with the Company, as per clause [23] of this Agreement, , the Employee will hand-over to the Company (and will not keep in his/her possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items, whether or not developed by the Employee pursuant to his/her employment with the Company or otherwise belonging to the Company. In the event of the Employee committing default of the above clause, the Employee shall be liable to indemnify the Company against any losses or claims or loss of profits or that may arise on account of such breach.
- 10. Conflict of Interest :** The Employee hereby undertakes and agrees to fully comply with the Conflict of Interest Policy of the Company as detailed and substantiated in the Company's Employee Handbook/Intranet and also to conduct his/her affairs in strict compliance with the letter and spirit of the law of the land.
- 11. Income Tax Liability:** The Income Tax Liability with regards to the Employee's salary and perks will be the Employee's liability, and will be governed by the tax laws of the country as applicable from time to time. However, all statutory requirements of taxes to be deducted at source by the Company will be complied with by the Company (or its agent, as applicable).
- 12. Communication and Correspondence:** Any communication sent to the Employee to his permanent address or any other address as filled / amended in the records by the Employee, at the time of his joining will stand final and correspondence so sent on behalf of the Company by registered post, will be deemed to have been received by the Employee.
- 13. Professional Ethics:** The Employee is required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If the Employee is found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft or of misappropriation regardless of the value involved, the Employee's services would be terminated with immediate effect, notwithstanding other Terms and Conditions mentioned in this agreement.
- 14. Internet and E-mail usage:** The Employees' are permitted access to the Internet and Company's e-mail service, which is restricted only for the purpose of business use as per the nature of the job. Misuse of the Internet and Company's e-mail service such as surfing pornographic sites, job seeking, gaming, hacking or attempting to gain access of other Employees' and Company information without authorized permission, being a member of any internet hacking community, using the Company's e-mail for receiving non-technical newsletters / junk mail, broadcasting personal messages to all mail service users, forwarding mail communication to external parties, initiating a direct contact with the Client through mail etc. is prohibited. The Company may at its sole discretion, terminate the said Employment of the Employee with the Company with immediate effect, in the event of it being found that the Employee violates the usage of Internet and e-mail as dictated by the Policies of the Company that exist currently, and may be supplemented and amended from time to time.



- 15. Code of Conduct:** The Employee shall conduct himself / herself in conformity with the code of conduct from time to time. Further, the Employee shall carry out the instructions in letter & spirit, given by the superiors, shall not disobey the instructions given and shall not indulge in any unethical practices which results in loss of productivity or which affect the project deliverables.
- 16. Smoking & Drinking:** The Company owes and assures a smoke and alcohol free environment for its Employees. The entire office premises including conference rooms, lobbies/washrooms are declared as “Non-Smoking Zones” & “Alcohol Free Zones”.
- 17. Destroying Papers & Materials:** Any official communication, which includes electronic data in any form, and e-mails, which is confidential in nature, shall be destroyed appropriately after the purpose is served, with the knowledge and consent of the immediate superior of the employee to whom such employee is reporting. A record of such destroyed official communication shall be maintained in the register maintained for the purpose, the entry in which shall be signed by the employee and counter signed by his immediate superior.
- 18. Safe Custody of Company Material:** The Employee will be responsible for the safe keeping and good condition and order of all the Companies property entrusted to his/ her care and charge. The Company reserves the right to deduct the cost of such articles from the Employees dues, or take such action as may be deemed proper, in the event of failure or damage to account for such property, to the Company’s satisfaction.
- 19. Employee Non-Disclosure Agreement:** As the Employee shall have access to various proprietary and confidential information during the course of employment with the Company, he/she shall be required to execute an Employment Invention and Confidentiality Agreement enclosed as Annexure [C] hereto and it shall form part & parcel of this Agreement.
- 20. Confidentiality of Compensation:** The Employee’s Compensation is based *inter alia* on his/her overall experience level in the IT Industry, educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the requisite skill sets. Therefore, the salary package offered to the Employee is very specific and personal to the Employee. Therefore, Employee agrees to strictly maintain the secrecy of and shall ensure that he / she does not divulge, discuss or communicate in any manner, any information regarding his/her remuneration, to any other Employee of the Company except with their immediate supervising officer/ Head of the HR Dept. of the Company. Similarly, when deputed to work / interact at any client’s site, the Employee is expected to maintain full confidentiality regarding his Compensation. The Employee further agrees not to discuss or disclose the same to any member of the client staff, in order to maintain and promote good ethical functional business relations with Company’s clients.
- 21. Deputation:** The Employee shall be permanently employed at the Company’s Hyderabad location. However, he/she may be deputed to work at any of the Company’s offices located elsewhere, varying for a period of six months or above in a year, as and when considered necessary, solely at the discretion of the Company. Depending upon the Employee’s suitability, the Employee may be deputed from time to time to work at the Company’s foreign collaborators’ site/ parent company’s site or with any of their clients at such client sites, whether in USA or elsewhere. While being posted elsewhere as per the terms of this clause the Employee shall execute all or any additional agreements as may be required by the respective company at the time of posting. However the Employee shall be paid by the Company in accordance with the living standards of the place of transfer and any decision in this regard is solely reserved by the Company and will be treated as final and binding on the Employee.

22. The Company reserves the right to depute the Employee on a secondment, in circumstances it deems necessary, as a full time employee at existing terms and conditions.

23. Termination of Employment:

- a) Either the Company or the Employee can terminate this Agreement at any time by giving two (2) months' prior written notice or two (2) months' basic salary in lieu thereof. The termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.
- b) The Company reserves the right to pay or recover the relevant amounts in lieu of Notice Period. In case the Employee intends to terminate his employment in the Company as stated to in clause [23(a)] above, the Company will have the sole option/ right to waive the notice period without paying the employee for the notice period and shall ensure the termination of the Employee from the Company forthwith without incurring any obligations to pay any amounts for the unexpired Notice Period. Waiver of Notice Period will be at the sole discretion of the Company to be given in writing by the Company.
- c) In the event that the Employee is in the middle of an assignment, the Company may require the Employee to complete all operative parts of the assignment, as determined by the Company before agreeing to relieve the Employee from his/her services.
- d) Upon termination of this Agreement, the Employee will immediately return to the Company, any and all documents, manuals, data, records, Confidential Information, Intellectual Property, material and property belonging to the Company that may be entrusted to and/or placed in the Employee's possession by virtue of and/or during the course of his/her employment with the Company, without making any copies thereof and/or extracts there from. The Employee will also immediately deliver to the Company all notes, analyses, summaries and working papers relating thereto.
- e) Provided that the employment of the Employee may be terminated forthwith without providing any notice in the event of breach by the Employee of any term stipulated under this Agreement or the published company policies. However, in this event, the Company will not pay salary in lieu of such notice. The Company further reserves the right to include the recovery of such salary paid, in its claim for damages for the breach of this Agreement, if any.
- f) For the purposes of this clause:
 - (i) Date of notice of termination by the Employee would be taken as the date in the e-mail / formal resignation letter that is submitted by the Employee which in turn should be signed as accepted, by the Immediate Project Manager, HR-Representative and the Head - HR.
 - (ii) Leaves that the Employee may have accumulated during the period of service may be adjusted against the Notice Period at the Employer's discretion provided that the Employee has completed the pending tasks and deliverables as dictated by the then current project assignment.
 - (iii) Depending on the pendency / exigencies of work entrusted to the Employee, the Company may ask the Employee to extend stay compulsorily for such periods from

the date of serving of the required notice, for such period as would be required for the Company to effectively replace the services of the Employee or the completion of the duties entrusted to the Employee to the sole satisfaction of the Company.

- g) Notwithstanding the above and without prejudice to any other rights that the Company may have against the Employee under this agreement or under any other applicable law for the time being in force or otherwise, in the event the Employee leaves the Company within a period of 12 months from the date of commencement of his/her employment, the employee shall reimburse to the Company the following:
- (i) All amounts paid to you by the Company, other than your salary, including without limitation, any signing bonus, recruitment fee, relocation expenses, etc.;
 - (ii) All expenses incurred by the Company in connection with any training rendered to you, whether in India or abroad;
 - (iii) All expenses incurred by the Company in connection with the employment and termination of the Employee including attorney's fees.
 - (iv) All fees, charges and expenses incurred on account of your training or continuing education incurred by the Company during the period of your employment with the Company.

24. Absenteeism without Notice: In the event of the Employee's absence from the services of the Company without written permission from the concerned manager or without intimation to the concerned manager for a period of 5 days (including weekends), it would be assumed that the Employee has voluntarily abandoned services of the Company and the Company has the sole discretion to terminate the Employee's services.

25. Non - Solicitation & Non- Compete: The Employee shall not during the term of employment with the Company and for a period of 12 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause:

- (i) Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment;
- (ii) Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;
- (iii) A breach under this clause shall be construed to be a material breach of this Agreement

26. Representations: The Employee warrants, undertakes and confirms to the Company that he/ she are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company and the Intellectual Property rights assigned to the Company are not in breach or violation of any such agreement or contract or the like as aforesaid.

27. Veracity of Information Provided: The Employee has been engaged based on the presumption that the particulars furnished by him/her in the resume or testimonials handed over to the Company are true and correct. In case they said particulars are found to be false or incorrect or that the



Employee has concealed or withheld relevant material fact(s), the Employee's appointment with the Company shall stand terminated without any notice.

- 28. Legal Advice:** It is presumed that the Employee hereby accepts these Employment terms and conditions stipulated in this Agreement willingly & after understanding the full implications by seeking proper Legal Advice.
- 29. Governing Law and Jurisdiction:** These Employment Terms and Conditions shall be governed and construed in accordance with the laws of India. The courts at Hyderabad will have jurisdiction in case any dispute between the Company and Employee, in connection with this Agreement.
- 30. Severability:** If one or more of the provisions in this Agreement is declared void by law, then the remaining provisions of this Agreement in so far as they are enforceable or capable of being enforceable shall continue in full force and effect being applicable to the Agreement.
- 31. Waiver:** No failure or delay by either of the Parties in exercising any right, power or privilege under this Agreement will operate as a waiver thereof or of any other or subsequent breach will not operate or be construed as a waiver.

For KORE.AI SOFTWARE INDIA PRIVATE LIMITED:

Employee:

By: _____
Signature

Signature

Name: Prasanna Kumar Arikala

Patnam Bhavana

Title: Chief Technology Officer

Associate Engineer

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081

Annexure-C

**EMPLOYEE INVENTION ASSIGNMENT AND CONFIDENTIALITY
AGREEMENT-**

This invention assignment and confidentiality agreement (the “**Agreement**”) is made and entered into on this February 3rd, 2020 by and between:

KORE.AI SOFTWARE INDIA PRIVATE LIMITED registered under the Indian Companies Act, 1956, having its registered office at Floor No. 12, e Park, Plot No.1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081 (the “**Company**”), its parent, subsidiaries, affiliates, successors or assigns of the **FIRST PART**

And

Patnam Bhavana, House Number:16-2-301, Flat Number 301, Arpitha’s R.K. Residency, S.S. Colony, Hydernagar, Hyderabad - 500085 (the “**Employee**”) of the **OTHER PART**

For the purposes of this Agreement, “Parties” shall have a collective reference to both the Company and Employee and “Party” shall mean either the Company or the Employee.

WHERE AS:

- (A) The Employee is in employment with the Company as “Associate Engineer”, from the Effective Date (defined below);
- (B) The Employee understands and acknowledges that during his employment with the Company, the Employee is required to receive training, which shall be imparted directly or indirectly by the Company, to update his or her skills to be properly equipped to effectively perform his/her duties and responsibilities of employment;
- (C) Information that Employee is exposed to for the direct or indirect purpose of performing his/her duties and responsibilities during the course of the employment is highly confidential;
- (D) The Employee is aware and understands that substantial expenditure is and would be incurred by the Company for imparting such training, whether formal or on-job training to the Employee;

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein; in consideration of the Employee’s acceptance of the Offer Letter (defined below), signing of the Employment Agreement(Annexure-B) dated February 3rd, 2020 with the Company; and the consequent appointment of the Employee with the Company, the Company and the Employee hereby agree as follows:

1. Definitions

- (a) “Confidential Information” means any data or information that is written, oral or graphical, belonging to the Company, its affiliates, its clients or customers, including but not limited to any data or information related to Company’s current, future and/or proposed products and services, technology, research, development, patent or patent applications, techniques, sketches, drawing, works of authorship, models, inventions, processes, equipment, algorithms, software programs, software source comments and formulae, financial information and data, procurement and/or purchasing requirements, contractual relationships, business forecasts, sales and merchandising data, marketing plans, customers or business activities; any proprietary information, technical data, trade secrets or know-how, including but not limited to research, product plans, products, services, customer lists and customers, markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances or other business information disclosed to the Employee by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment;
- (b) “Effective Date” means the date mentioned in the Offer Letter;
- (c) “Employee Handbook” means the Company’s employee handbook/intranet which contains all Company policies and procedures including any amendments made thereto;
- (c) “Employment Agreement” means the agreement signed by the Employee with the Company with respect to his terms and conditions of his employment;
- (d) “Intellectual Property means and includes (i) all patents and applications therefore, including docketed patent disclosures, awaited filings, re-issues, divisions, renewals, extensions and provisionals thereof (ii) all inventions (whether patentable or not), disclosures and improvements, all trade secrets, confidential business information (including research and development, know-how, compositions, mask works, designs, specifications, pricing and cost information and business and marketing plans), proprietary information, technical drawings and specifications, processes, methodologies etc.; (iii) all works of authorship, copyrights (including derivative rights thereof), copyright registrations and applications therefor; (iv) all trade names, trade dress, logos, product names, collective marks, collective membership marks, trademarks certification marks and service marks, trademark and service mark registrations and applications together with the goodwill of the business of the Company symbolized by the names and the marks; (v) all data and related documents, object code, databases, passwords, encryption technology, firmware, development tools, files, records and data, and all media on which any of the foregoing is recorded; (vi) all technology developed or modified, including without limitation, customizations of third party technology and software, middleware, data base components, user interfaces and any other technology or software related thereto, (vii) any similar, corresponding or equivalent rights to any of the foregoing; (viii) all documentation related to any of the foregoing; (ix) all goodwill associated with any of the foregoing;

(x) any and all moral rights (as defined below) that the Employee may have in or with respect to any Intellectual Property. The Employee hereby forever waives and agrees never to assert any and all moral rights he/she may have in or with respect to any Intellectual Property, even after his/her termination from the Company. “Moral rights” mean any rights to claim authorship of or credit for Intellectual Property, to object to or prevent the modification or destruction of any Intellectual Property, or to withdraw from circulation or control the publication or distribution of any Intellectual Property, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a “moral right.”

(e) “Offer Letter” means the letter issued by the Company to the Employee offering him/her employment in the Company.

2. Except as otherwise provided in this Agreement and at all times hereafter, the Employee shall keep secret and retain in strictest confidence, any and all Confidential Information relating to the Company or any of its affiliates, and shall use such Confidential Information only in furtherance of his/her duties as an Employee of the Company or its affiliates and not for personal benefit or the benefit of any interest adverse to the interests of the Company or any of its affiliates.
3. The Employee shall not disclose such Confidential Information to any person other than the Company, except as may be required by law or any court or administrative order (in which event the Employee shall so notify the Company as promptly as practicable). Upon the termination of the Employee's position as an employee of the Company or its affiliates for any reason, the Employee shall promptly return to the Company or destroy all copies, reproductions and summaries of Confidential Information in the Employee's possession or control and erase the same from all media in the Employee's possession or control, and, if the Company so requests, shall certify in writing that he or she has done so.
4. All Confidential Information and such information that the Company or any of its affiliates received from a third party which the Company is obligated to treat as confidential shall remain the property of the Company. The Employee shall not use the Confidential Information and such third-party information in his/her Curriculum Vitae, bio-data, resume or any other professional description of the Employee either during or after termination of his/her employment with the Company.
5. The Employee agrees any and all Intellectual Property that (i) is developed using equipment, supplies, facilities or trade secrets of the Company, (ii) results from work performed by me for the Company, or (iii) relates to the Company's business or actual or demonstrably anticipated research and development, will be the sole and exclusive property of the Company and hereby agrees to assign, and does hereby assigns, such Intellectual Property to the Company.
6. The employee therefore does hereby assign, transfer and convey to the Company the entire right, title and interest in any and all Intellectual Property which may be conceived, made, developed or worked on, in whole or in part, solely or jointly with others during the term of the employment in order to secure for the benefit of the Company, adequate rights in such Intellectual Property in India, and all foreign countries; and further he/she agrees to assist the Company as required to draft such instruments, to obtain and to enforce such rights.

7. The Employee agrees to assist the Company in every proper way to obtain proper legal protection for Intellectual Property and for the proper enforcement of such Intellectual Property in India and abroad. The Employee will execute any and all documents that the Company may reasonably request for use in obtaining or enforcing such patents, copyrights, mask work rights, trade secrets and other legal protections. These obligations of the Employee will continue beyond the termination of my employment with the Company, provided that the Company will compensate him/her for the expenses actually spent by him/her at the Company's request on such assistance. The Employee further agrees to execute such further documents and instruments and to take such further actions as may be reasonably necessary to carry out the purposes and intent of this Agreement.
8. The Employee represents that his/her performance of the terms of this Agreement and his/her duties as an employee of the Company will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. The Employee represents that he/she will not bring to the Company or use in the performance of his/her duties for the Company any documents or materials or intangibles of a former employer or third party that are of a confidential nature, not generally available to the public or have not been legally transferred to the Company.
9. **Non-Compete**
 - 9.1 The Employee agrees that he/she will not, without the Company's express written consent, engage in any other employment or business that (i) directly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Company's business interest and causes a disruption of its operations.
 - 9.2 In furtherance of clause 9.1 during his/her employment with the Company he/she will not provide services to a Competitor in any role or position (as an employee, consultant, or otherwise) that would involve Conflicting Business Activities. "Competitor" means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. "Competing Line of Business" means the business of providing products or services to enable customers to develop, or developing for customers, applications or services across different platforms and channels including mobile devices, tablet devices, kiosks and/or web sites (mobile and traditional) and includes any other business that involves a product or service offered by anyone other than the Company that would replace or compete with any product or service offered or to be offered by the Company with which he/she had material involvement while employed by the Company (unless the Company and its subsidiaries and other affiliates are no longer engaged in or planning to engage in that line of business). "Conflicting Business Activities" means job duties or other business-related activities where the Company does business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which he/she participates or as to which he/she receives Confidential Information during his/her employment with the Company.



10. Non-Solicitation

10.1 Non-Solicitation of Employees/Consultants: During his/her employment with the Company and for a period of one (1) year thereafter, he/she will not directly or indirectly solicit employees or consultants of the Company for my his/her benefit or for the benefit of any other person or entity.

10.2 Non-Solicitation of Suppliers/Customers: During and after the termination of his/her employment with the Company, he/she will not directly or indirectly solicit or otherwise take away customers or suppliers of the Company if, in so doing, he/she uses or discloses Confidential Information of the Company. The Employee agrees that the names and addresses of the Company's customers and suppliers not in the public domain, and all other information related to them, including their buying and selling habits and special needs, created or obtained by him/her during his/her employment, constitute trade secret or proprietary or confidential information of the Company.

11. Name & Likeness Rights: The Employee hereby authorizes the Company to use, reuse, and to grant others the right to use and reuse, his/her name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any form of media or technology now known or hereafter developed (including, but not limited to, film, video and digital or other electronic media), during his/her employment, for no purposes whatsoever other than those related to the Company's business, such as marketing, advertising, credits, and presentations.

12. Governing Law and Jurisdiction: This Agreement shall be governed and construed in accordance with the laws of India. The courts at Hyderabad will have jurisdiction in case of any disputes which may arise between the Company and Employee in connection with this Agreement.

13. If any provision of this Agreement is invalid or prohibited under the applicable law, such invalidity shall not affect the validity of other provisions contained herein.

14. If at any time either Party fails to enforce any provision of this Agreement, it shall not be construed as a waiver of any provision and not prevent either Party from enforcing that provision or any other provision of this Agreement. This Agreement may be amended only by a written agreement executed by each of the Parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the Party against which enforcement is sought. Any amendment effected in accordance with this clause will be binding upon the Parties and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance.

15. The Employee understands that any failure to perform any acts or deeds required to be performed under the terms and conditions of this Agreement would result in breach thereof and such breach would entitle the Company such reliefs, including a claim for damages, injunctions, in addition to any other remedies that may be available at law.



16. **Counterparts:** This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same agreement.
17. This Agreement shall be effective as on the Effective Date mentioned above.

For KORE.AI SOFTWARE INDIA PRIVATE LIMITED:

Employee:

By:

Signature

Signature

Name:

Prasanna Kumar Arikala

Patnam Bhavana

Title:

Chief Technology Officer

Associate Engineer

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana, India, 500081

Nuronics Labs Private Limited

3-72/3/187, Puppalaguda Rangareddy Hyderabad Telangana 500089 India



Payslip for the month of May 2022

Employee Pay Summary

Employee Name Nikitha Balasti, NPL-010
Designation Engineer
Date of Joining 19/08/2019
Pay Period May 2022
Pay Date 01/06/2022

Employee Net Pay

₹34,800.00

Paid Days : 31 | LOP Days : 0

Earnings	Amount	YTD	Deductions	Amount	YTD
Basic	₹17,500.00	₹27,500.00	Professional Tax	₹200.00	₹350.00
House Rent Allowance	₹7,000.00	₹11,000.00			
Fixed Allowance	₹10,500.00	₹16,500.00			
Gross Earnings	₹35,000.00		Total Deductions	₹200.00	

Total Net Payable ₹34,800.00 (Indian Rupee Thirty-Four Thousand Eight Hundred Only)

**Total Net Payable = Gross Earnings - Total Deductions

-- This is a system generated payslip, hence the signature is not required. --



VIGNANA BHARATHI
Institute of Technology

(A UGC Autonomous Institution, Approved by AICTE, Accredited by NBA & MAAC-A Grade, Affiliated to JNTU)
(Sponsored by Swamy Vivekanda Educational Trust, Hyd.)

To

Date : 21.10.2019

The Principal

VIGNANA BHARATHI INSTITUTE OF TECHNOLOGY

Respected Sir,

Sub : Joining Report - Reg.

Ref: Your appointment Order No. AO-VBIT/112-2019/ CSE, dated: 21.10.2019

With reference to your appointment order cited above, I report myself to duty on 21.10.2019

F.N/A.N as PROGRAMMER in the department of CSE. I will be very much grateful to you and the management for the opportunity given to me to work in your esteemed organization. I will abide by the rules and regulations of the institution. I am sure that I will discharge my duties at your utmost satisfaction.

Cc to:

1. Accounts Section
2. HOD concerned
3. Librarian

Yours faithfully,


21.10.19
PRINCIPAL

(A. SWAPNA)

PRINCIPAL

Vignana Bharathi Institute of Technology
Aushapur(V), Ghatkesar(M), Medchal Dist-501 301



AMD India Private Limited
MindSpace Cyberabad, TSIC Software Layout
8th-11th Floor, Building No: 11, Madhapur, Hyderabad - 500081
Tel: +91 40 4061 5000, Fax: 91 40 40615001
CIN #U72200KA1997PTC094389

September 11, 2019

Prasanna Vangala

Personal and Confidential

Dear Prasanna:

At AMD India Private Limited, ("AMD") we believe that a great company is made up of great people. In that spirit, we are pleased to extend to you this offer of employment to join our innovative company. The details of this offer are outlined below (unless otherwise specified, all monetary amounts are in India's local currency):

The Position

Your AMD job title will be that of Silicon Design Engineer 2, reporting to Ravi Kantam, SMTS Silicon Design Engineer. You will be a member of our Design function and will work at our Hyderabad facility.

This is a Full-time position.

Effective Date

Your employment will commence on September 23, 2019, or at another mutually acceptable date.

Duties and Hours of Work

Your responsibilities and duties would be intimated to you upon commencement of your employment. The Company is however permitted to assign you additional tasks, to modify or remove your assigned duties, without additional compensation to you.

The working hours shall be in accordance with the standard working hours applicable to your department or section. You also agree that AMD may transfer your work place and work assignment, as necessary for the business needs, subject to applicable law.

Compensation

Annual Salary: You will be paid an annualized salary of **1290774 INR**, less statutory deductions as required by law. Please see ANNEXURE for details.

All payments in this offer are subject to deductions and withholdings required by law. Your salary will be subject to regular review and any increases will be within AMD's sole discretion.

Annual Incentive Plan

You will be eligible to participate in Advanced Micro Devices Inc.'s Annual Incentive Plan (Bonus Plan), in accordance with the terms and conditions of the Bonus Plan document. Your initial target bonus opportunity will be 8% of your annual base pay. If your date of hire is October 1 or later, you will not be eligible to participate in the Bonus Plan for this year (and there will be no payout in respect of this year), but your eligibility will begin next year in accordance with

the Plan terms. All Bonus Plan payments are at the discretion of AMD management and may be adjusted based on job performance, business conditions and/or employment. All Bonus Plan payments are subject to deductions and withholdings required by law.

All Bonus Plan payments are subject to deductions and withholdings required by law. If applicable to you, any Bonus Plan payment you receive shall be in lieu of, and in satisfaction of (in whole or in part), any entitlement you may have to statutory bonus under the *Payment of Bonus Act*. If any Bonus Plan payment you receive is less than the amount as required by the *Payment of Bonus Act*, then AMD will pay the differential, if any, between the Bonus Plan payment and the amount to which you may be entitled pursuant to the *Payment of Bonus Act*.

Holidays and Leave

You will be entitled to holidays and leave rules as per the Company's policies.

Benefits

AMD will provide only those benefits as outlined in the Annexure.

Probation

Under mutual agreement, you will be on probation for a period of 6 months from the date of commencement of your employment. Upon completion of the 6-month period of probation, you shall be deemed to be confirmed without any further notice from the Company. However, the Company may, at its sole discretion, and having regard to your performance during probation, extend the period of your probation by giving you notice of such extension in writing.

Termination

Your employment with the Company may be terminated by either you or the Company by providing sixty (60) days prior written notice, or by payment of 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 this agreement.

Background Check and Export License Requirement

This offer is contingent upon you successfully passing a background investigation in accordance with applicable laws. As lawfully permitted, this background investigation includes an investigation of previous education and previous employment history. The results of this investigation may result in employment being ended in any probationary period in accordance with applicable law.

If applicable, this offer of employment is also contingent on AMD successfully obtaining an export license for you in accordance with government regulations. Please do not resign from your employment until export control processes have been successfully completed.

Privacy Consent

By accepting this offer you agree that AMD, or related parties such as its affiliates or service providers, may collect, use, transfer, store, access or disclose your personal information for the purpose of managing the employment relations in accordance with applicable law and privacy policies in place, and as amended, from time to time. You understand that your personal information may also be collected, used, transferred, stored, accessed and disclosed outside of your work location for employment purposes.

Obtaining and Maintaining Employment Authorization

If applicable, this offer is contingent upon you obtaining a work permit or visa from the relevant government authorities, authorizing your employment in the country and location where this position will be located, within a reasonable amount of time. Your employment is conditional upon you being able to lawfully work in the work location and travel outside the country of your work location as reasonably required.

Company Policies

During your employment, you shall adhere to the policies and procedures as laid down by the Company, including AMD's Worldwide Standards of Business Conduct, as amended from time to time by AMD. Any breach committed

during the tenure of your employment, shall be governed by the policies of the Company, as amended from time to time read with applicable laws, which could attract disciplinary action and may lead to the termination of your employment.

You are required to review the policies and procedures of the Company available on the Intranet portal and in the HR Manual. You are bound by all the policies of the Company as laid down from time to time.

Exclusive Services

You shall at all times during your employment, devote your entire attention, working time, best efforts and skills towards the business of the Company. You shall not, directly or indirectly, engage in any other business activity, whether or not for profit, gain or other pecuniary advantages, without the express written permission of the Company.

You shall not, without prior written permission of the Company, directly or indirectly, in any way engage in, represent, be connected with or have any financial interest in, any business, which is or may be engaged in a similar business as that of the Company or which could compete with the Company or any of its affiliates.

Return of Company Property

Upon termination of your employment, for any reason whatsoever, you shall immediately return to the Company all its property that has been entrusted to you for performing your work, including but not limited to confidential or proprietary information and all copies thereof, that is / are in your possession, custody or control.

Choice of Law

This Agreement is to be governed and construed by the laws of India.

AMD Agreement and Acknowledgements

This offer is contingent upon your signing and returning this offer letter, the AMD Agreement and completing all new employee orientation requirements. By signing this letter, you acknowledge that you are not aware of any legal or contractual reason you cannot accept employment with or perform work for AMD. You acknowledge that the terms in this letter accurately and completely describe your employment with AMD, and supersede any other oral or written agreements or promises made to you. You also acknowledge that all information contained in this offer and related offer documents, is strictly confidential where permitted by law. If the terms of this offer are acceptable to you, please initial each page, sign your name below and return the original signed and dated document to Satish Kumar Koneru. This offer will remain open until September 23, 2019. If you have any questions, please feel free to contact me.

Welcome to AMD, Prasanna! We look forward to having you as a part of the team.

For AMD India Private Limited, ("AMD"),
Authorized Signatory

DocuSigned by:
Farouk Fathima
8BC3BABDCB3B47C...

11-Sep-19 | 9:34:29 PM PDT

Fathima Farouk
Director – HRBP
AMD

Prepared by: Satish Kumar Koneru

I, Prasanna Vangala, have read and understood the terms and conditions governing my services/ employment with the company.

Signature _____
DocuSigned by:
Prasanna Vangala
604A901ADE1D486...

11-Sep-19 | 10:58:43 PM PDT

Date _____

ANNEXURE

Name of the candidate: Prasanna Vangala
Designation: Silicon Design Engineer 2
Breakup of Annual Total Remuneration (in INR)
Base Pay (Annually): 1200000
Base Pay (Monthly): 100000

Base Pay Components	Per. Month	Per Annum	Remarks
Basic Pay	45000	540000	Taxable
Flexible Benefit Plan (FBP)*	55000	660000	Less Taxable depending on the bills submitted
Base Pay Sub totals (A)	100000	1200000	Fixed Salary or Monthly Gross
Retirals			
Employer Contribution to PF -12% of basic pay	5400	64800	
			Gratuity is payable as per Company's policy read with applicable law
Retirals Sub-total (B)	7565	90774	
Cost to Company (CTC) (A+B)	107565	1290774	

As per Payment of Gratuity Act 1972, Sec 4(3). Refer to Gratuity Policy available in MyHR page or contact your Site HR Ops / ER

*Refer to FBP Components in detail

Life & Health Benefits

- Annual Health Checkup
- Group Mediciclaim Insurance Coverage: 5lakh (for self, spouse, kids and parents)

Group Personnel Accident Insurance Coverage

- 3 Times Cost to Company [CTC is defined as Base Pay + Retirals]
- Provides compensation for accidental death or injury including disablement occurring to an employee

Group Life Insurance Coverage

- 2 Times Cost to Company [CTC is defined as Base Pay + Retirals]
- “Basic Life Cover” - a lump sum onetime benefit paid to the beneficiary/nominee of employee, in event of death – natural or accidental and in case of terminal illness (as determined by doctor)

Employee Assistance Program (EAP): Toll Free counselling available for work life issues to help employees cope with stress situations

Refer to policy documents in MyHR page for further clarifications or reach out to your respective Site HR Ops / ER

Other Benefits

- Leave Encashment (subject to Leave Policy)
- Subsidized Lunch may be provided from time to time

Note

Basic Salary, this is the component on which Provident Fund (PF) and Gratuity are calculated

Annexure - Maternity Benefit

Eligibility: A woman employee who has worked with AMD for a period not less than 80 (Eighty) Days in the 12 (Twelve) months immediately preceding the date of her expected delivery, will become entitled to claim Maternity Benefits.

Leave: On becoming eligible, the woman employee will be entitled for paid maternity leave of not exceeding 26 weeks in all.

No. of children (up to 2): The above entitlement will be applicable for the birth of first two children only.

No. of children (more than 2): If the woman employee has more than two surviving children, the woman employee will be entitled for 12 weeks of paid maternity leave.

Adoptive / Commissioning Mothers: The adoptive / commissioning mothers also are entitled to 12 weeks of maternity leave, from the date of adoption.

Work from home: Depending upon the nature of work, women employees may avail work from home benefit after maternity leave, on terms that are mutually agreed between AMD and the women employee on a case to case basis.

Crèche Facility: AMD intends to assist you up to fifteen months from delivery date and is awaiting for issuance of guidelines from Government. We will get back once the same is published.

Any change in the above, will be intimated to woman employees through an announcement /circular.

The details, further questions and clarifications, please contact your respective HRBP's onsite.

FBP components table

Flexible Benefit Plan (FBP) will include the components outlined below. Employees may choose the components under which they will be paid their FBP.

Component	Maximum payable	Tax break	Frequency of payment	Documents needed
(a) House Rent Allowance	No limit, employee may specify how much he/she needs under this component	Tax exempt portion of HRA is the minimum of the following three: - Actual rent paid minus 10% of Basic Salary line - Actual HRA - 40% of Basic Salary for non-Metros (50% of basic Salary for Metros - Delhi, Mumbai, Kolkata and Chennai)	Monthly	Rent receipt in a specified format
(b) Transport Allowance	INR 19200 p.a. (INR 1600 per month)	INR 19200 p.a. (INR 1600 per month)	Monthly	None
(c) Children's Education allowance	INR 2400 p.a.	INR 100 per child per month (max of 2 school going children)	Monthly	None

(d) Reimbursement of Medical Expenses	INR 15,000 p.a.	INR 15,000 p.a.	Quarterly as a part of claims	Doctor's bill, Pharmacy bill
(e) Leave Travel Allowance	10% of the Fixed cash	Actual Fare spent only (max limit is Air Economy or First Class AC rail fare) This can be claimed twice in a block of 4 years for travel within India (the current block is Jan 2009 to Dec 2012). Family includes spouse and children and dependent parents	Once in 2 years (when claimed based on bills), paid in the payroll on the submission of bills. Unclaimed amt is paid in March each year	Air ticket and boarding pass / Train ticket
(f) Special Allowance	Remaining FBP not allocated in (a) to (e) above	This is fully taxable	Monthly	None





RESEARCH CENTRE IMARAT
Dr. APJ Abdul Kalam Missile Complex
Hyderabad -500069
TEMPORARY PASS No : 602678
(ACCESS CARD ONLY)



NAME : RAMAVATH RAJ KUMAR
S/O D/O W/O : R.VENKATAIAH
NATURE OF WORK : PROJECT ENGINEER
PLACE OF WORK : NASM-SR
VALID UPTO : 18.01.2023



**NOTE :- TIMELY RENEWAL/ DEPOSITION AFTER COMPLETION
OF JOB IS THE RESPONSIBILITY OF SPONSORING DIVISION**


Issuing Authority



AMD India Private Limited
Mindspace Cyberabad, TSIIIC Software Layout
8th-11th Floor, Building No: 11, Madhapur, Hyderabad - 500081
Tel: +91 40 4061 5000, Fax: 91 40 40615001
CIN #U72200KA1997PTC094389

August 23, 2019

Swathi Pyata

Hyderabad

Personal and Confidential

Dear Swathi:

At AMD India Private Limited, ("AMD") we believe that a great company is made up of great people. In that spirit, we are pleased to extend to you this offer of employment to join our innovative company. The details of this offer are outlined below (unless otherwise specified, all monetary amounts are in India's local currency):

The Position

Your AMD job title will be that of Silicon Design Engineer 2, reporting to SRI PANDURANGABALAJI VURA, Manager. You will be a member of our Design function and will work at our Hyderabad facility.

This is a Full-time position.

Effective Date

Your employment will commence on August 29, 2019, or at another mutually acceptable date.

Duties and Hours of Work

Your responsibilities and duties would be intimated to you upon commencement of your employment. The Company is however permitted to assign you additional tasks, to modify or remove your assigned duties, without additional compensation to you.

The working hours shall be in accordance with the standard working hours applicable to your department or section. You also agree that AMD may transfer your work place and work assignment, as necessary for the business needs, subject to applicable law.

Compensation

Annual Salary: You will be paid an annualized salary of **1290774 INR**, less statutory deductions as required by law. Please see ANNEXURE for details.

All payments in this offer are subject to deductions and withholdings required by law. Your salary will be subject to regular review and any increases will be within AMD's sole discretion.

Annual Incentive Plan

You will be eligible to participate in Advanced Micro Devices Inc.'s Annual Incentive Plan (Bonus Plan), in accordance with the terms and conditions of the Bonus Plan document. Your initial target bonus opportunity will be 8% of your annual base pay. If your date of hire is October 1 or later, you will not be eligible to participate in the Bonus Plan for this year (and there will be no payout in respect of this year), but your eligibility will begin next year in accordance with the Plan terms. All Bonus Plan payments are at the discretion of AMD management and may be adjusted based on job performance, business conditions and/or employment. All Bonus Plan payments are subject to deductions and withholdings required by law.

All Bonus Plan payments are subject to deductions and withholdings required by law. If applicable to you, any Bonus Plan payment you receive shall be in lieu of, and in satisfaction of (in whole or in part), any entitlement you may have to statutory bonus under the *Payment of Bonus Act*. If any Bonus Plan payment you receive is less than the amount as required by the *Payment of Bonus Act*, then AMD will pay the differential, if any, between the Bonus Plan payment and the amount to which you may be entitled pursuant to the *Payment of Bonus Act*.

Holidays and Leave

You will be entitled to holidays and leave rules as per the Company's policies.

Benefits

AMD will provide only those benefits as outlined in the Annexure.

Probation

Under mutual agreement, you will be on probation for a period of 6 months from the date of commencement of your employment. Upon completion of the 6-month period of probation, you shall be deemed to be confirmed without any further notice from the Company. However, the Company may, at its sole discretion, and having regard to your performance during probation, extend the period of your probation by giving you notice of such extension in writing.

Termination

Your employment with the Company may be terminated by either you or the Company by providing sixty (60) days prior written notice, or by payment of 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 this agreement.

Background Check and Export License Requirement

This offer is contingent upon you successfully passing a background investigation in accordance with applicable laws. As lawfully permitted, this background investigation includes an investigation of previous education and previous employment history. The results of this investigation may result in employment being ended in any probationary period in accordance with applicable law.

If applicable, this offer of employment is also contingent on AMD successfully obtaining an export license for you in accordance with government regulations. Please do not resign from your employment until export control processes have been successfully completed.

Privacy Consent

By accepting this offer you agree that AMD, or related parties such as its affiliates or service providers, may collect, use, transfer, store, access or disclose your personal information for the purpose of managing the employment relations in accordance with applicable law and privacy policies in place, and as amended, from time to time. You understand that your personal information may also be collected, used, transferred, stored, accessed and disclosed outside of your work location for employment purposes.

Obtaining and Maintaining Employment Authorization

If applicable, this offer is contingent upon you obtaining a work permit or visa from the relevant government authorities, authorizing your employment in the country and location where this position will be located, within a reasonable amount of time. Your employment is conditional upon you being able to lawfully work in the work location

and travel outside the country of your work location as reasonably required.

Company Policies

During your employment, you shall adhere to the policies and procedures as laid down by the Company, including AMD's Worldwide Standards of Business Conduct, as amended from time to time by AMD. Any breach committed during the tenure of your employment, shall be governed by the policies of the Company, as amended from time to time read with applicable laws, which could attract disciplinary action and may lead to the termination of your employment.

You are required to review the policies and procedures of the Company available on the Intranet portal and in the HR Manual. You are bound by all the policies of the Company as laid down from time to time.

Exclusive Services

You shall at all times during your employment, devote your entire attention, working time, best efforts and skills towards the business of the Company. You shall not, directly or indirectly, engage in any other business activity, whether or not for profit, gain or other pecuniary advantages, without the express written permission of the Company.

You shall not, without prior written permission of the Company, directly or indirectly, in any way engage in, represent, be connected with or have any financial interest in, any business, which is or may be engaged in a similar business as that of the Company or which could compete with the Company or any of its affiliates.

Return of Company Property

Upon termination of your employment, for any reason whatsoever, you shall immediately return to the Company all its property that has been entrusted to you for performing your work, including but not limited to confidential or proprietary information and all copies thereof, that is / are in your possession, custody or control.

Choice of Law

This Agreement is to be governed and construed by the laws of India.

AMD Agreement and Acknowledgements

This offer is contingent upon your signing and returning this offer letter, the AMD Agreement and completing all new employee orientation requirements. By signing this letter, you acknowledge that you are not aware of any legal or contractual reason you cannot accept employment with or perform work for AMD. You acknowledge that the terms in this letter accurately and completely describe your employment with AMD, and supersede any other oral or written agreements or promises made to you. You also acknowledge that all information contained in this offer and related offer documents, is strictly confidential where permitted by law. If the terms of this offer are acceptable to you, please initial each page, sign your name below and return the original signed and dated document to Satish Kumar Koneru. This offer will remain open until 29th Aug 2019. If you have any questions, please feel free to contact me.

Welcome to AMD, Swathi! We look forward to having you as a part of the team.

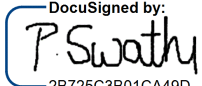
For AMD India Private Limited, ("AMD"),
Authorized Signatory

DocuSigned by:
Fathima Farouk
8BC3BABDCB3B47C...
22-Aug-19 | 9:52:07 PM PDT

Fathima Farouk
Director – HRBP
AMD

Prepared by: Satish Kumar Koneru

I, Swathi Pyata, have read and understood the terms and conditions governing my services/ employment with the company.

DocuSigned by:

 2B725C3B01CA49D...

Signature _____

22-Aug-19 | 11:46:49 PM PDT

Date _____

ANNEXURE

Name of the candidate: Swathi Pyata
Designation: Silicon Design Engineer 2
Breakup of Annual Total Remuneration (in INR)
Base Pay (Annually): 1200000
Base Pay (Monthly): 100000

Base Pay Components	Per. Month	Per Annum	Remarks
Basic Pay	45000	540000	Taxable
Flexible Benefit Plan (FBP)*	55000	660000	Less Taxable depending on the bills submitted
Base Pay Sub totals (A)	100000	1200000	Fixed Salary or Monthly Gross
Retirals			
Employer Contribution to PF -12% of basic pay	5400	64800	
			Gratuity is payable as per Company's policy read with applicable law
Retirals Sub-total (B)	7565	90774	
Cost to Company (CTC) (A+B)	107565	1290774	

As per Payment of Gratuity Act 1972, Sec 4(3). Refer to Gratuity Policy available in MyHR page or contact your Site HR Ops / ER

*Refer to FBP Components in detail

Life & Health Benefits

- Annual Health Checkup
- Group Medclaim Insurance Coverage: 5lakh (for self, spouse, kids and parents)

Group Personnel Accident Insurance Coverage

- 3 Times Cost to Company [CTC is defined as Base Pay + Retirals]
- Provides compensation for accidental death or injury including disablement occurring to an employee

Group Life Insurance Coverage

- 2 Times Cost to Company [CTC is defined as Base Pay + Retirals]
- “Basic Life Cover” - a lump sum onetime benefit paid to the beneficiary/nominee of employee, in event of death – natural or accidental and in case of terminal illness (as determined by doctor)

Employee Assistance Program (EAP): Toll Free counselling available for work life issues to help employees cope with stress situations

Refer to policy documents in MyHR page for further clarifications or reach out to your respective Site HR Ops / ER

Other Benefits

- Leave Encashment (subject to Leave Policy)
- Subsidized Lunch may be provided from time to time

Note

Basic Salary, this is the component on which Provident Fund (PF) and Gratuity are calculated

Annexure - Maternity Benefit

Eligibility: A woman employee who has worked with AMD for a period not less than 80 (Eighty) Days in the 12 (Twelve) months immediately preceding the date of her expected delivery, will become entitled to claim Maternity Benefits.

Leave: On becoming eligible, the woman employee will be entitled for paid maternity leave of not exceeding 26 weeks in all.

No. of children (up to 2): The above entitlement will be applicable for the birth of first two children only.

No. of children (more than 2): If the woman employee has more than two surviving children, the woman employee will be entitled for 12 weeks of paid maternity leave.

Adoptive / Commissioning Mothers: The adoptive / commissioning mothers also are entitled to 12 weeks of maternity leave, from the date of adoption.

Work from home: Depending upon the nature of work, women employees may avail work from home benefit after maternity leave, on terms that are mutually agreed between AMD and the women employee on a case to case basis.

Crèche Facility: AMD intends to assist you up to fifteen months from delivery date and is awaiting for issuance of guidelines from Government. We will get back once the same is published.

Any change in the above, will be intimated to woman employees through an announcement /circular.

The details, further questions and clarifications, please contact your respective HRBP's onsite.

FBP components table

Flexible Benefit Plan (FBP) will include the components outlined below. Employees may choose the components under which they will be paid their FBP.

Component	Maximum payable	Tax break	Frequency of payment	Documents needed
(a) House Rent Allowance	No limit, employee may specify how much he/she needs under this component	Tax exempt portion of HRA is the minimum of the following three: - Actual rent paid minus 10% of Basic Salary line - Actual HRA - 40% of Basic Salary for non-Metros (50% of basic Salary for Metros - Delhi, Mumbai, Kolkata and Chennai)	Monthly	Rent receipt in a specified format

(b) Transport Allowance	INR 19200 p.a. (INR 1600 per month)	INR 19200 p.a. (INR 1600 per month)	Monthly	None
(c) Children's Education allowance	INR 2400 p.a.	INR 100 per child per month (max of 2 school going children)	Monthly	None
(d) Reimbursement of Medical Expenses	INR 15,000 p.a.	INR 15,000 p.a.	Quarterly as a part of claims	Doctor's bill, Pharmacy bill
(e) Leave Travel Allowance	10% of the Fixed cash	Actual Fare spent only (max limit is Air Economy or First Class AC rail fare) This can be claimed twice in a block of 4 years for travel within India (the current block is Jan 2009 to Dec 2012). Family includes spouse and children and dependent parents	Once in 2 years (when claimed based on bills), paid in the payroll on the submission of bills. Unclaimed amt is paid in March each year	Air ticket and boarding pass / Train ticket
(f) Special Allowance	Remaining FBP not allocated in (a) to (e) above	This is fully taxable	Monthly	None

**BHARAT ELECTRONICS LIMITED**

Bangalore Complex

No. 383/ TE/HR/Central

Date: 03.03.2021

Application No.: **453658****Name of the Candidate: MEDA SATHISH KUMAR**Date of Birth: **01-02-1995**Address:

H.NO 6-147

BESIDE LIBRARY, KATTANGUR NALGONDA

KATTANGUR

Telangana-508205

**Sub: Provisional Offer of Appointment for the post of Trainee Engineer-I.**

Further to the Interview, we are pleased to inform you that you are selected as "Trainee Engineer-I" provisionally on the following terms and conditions:

TERMS OF THE ENGAGEMENT:

1. You will be engaged on temporary basis for a period of ONE YEARS with effect from the date of your joining duty. Your engagement on temporary basis is subject to satisfactory verification of your credentials/testimonials.
2. You will be paid a Consolidated amount of Rs. 25,000/- (Rupees twenty five thousand only) per month of during your employment period. In addition to the remuneration indicated above, a consolidated amount of Rs. 10,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount shall be paid in two instalments i.e., first instalment to be processed in the first month's salary after joining and the second instalment will be paid after completion of 6 months from the date of joining. Income tax/ Professional tax deductions and other statutory deductions will be made as per rules. You are required to produce a copy of your Permanent Account Number (PAN) for Income Tax purpose.
3. You will not be entitled to any other benefits applicable to regular employees of the Company such as DA, HRA, PF, Gratuity, Medical, Incentive, etc. However, you can avail Company's canteen / transport services on payment basis at actual rates.
4. You will be required to attend an initial training that will be provided at Bengaluru Unit. The location of posting will be further assigned to you and the same is subject to change, based on the project requirements. You should be willing to travel / re-locate to locations assigned to you during the course of your employment.
5. You are eligible for one day casual cum sick leave for every completed month of service.
6. You are required to take Mediclaim Policy for a period of one year for a minimum coverage of Rs. 2,00,000/-. The copy of the same to be submitted for our records at the time of reporting for duty.
7. You are required to get Police Verification done from the Police authorities and a copy of the same has to be submitted to us at the time of joining.

8. Your performance will be reviewed periodically with reference to the tasks assigned to you and necessary corrective action taken from time to time in order to ensure completion of the assigned Job/Project on time.
9. You shall not communicate, directly or indirectly, any official document or any part thereof, or part with any information, which comes in to your possession or knowledge, in connection with your official duties, to any other person to whom you are not authorized to communicate such document, article, paper, etc., without obtaining prior and specific permission of the superiors. In other words, you will maintain utmost secrecy of the work related aspects of the above assigned Job/ Project, any classified /secret/ critical information relating to the assigned Job/ Project in the interest of the progress of the assigned Job/ Project, and the national interest and also safeguard the security of all such information / documents to which you have access in the course of official duties or which you come into possession of it in any other way.
10. Further, you shall at all times during the tenure of this engagement:
 - a. Maintain absolute integrity:
 - b. Maintain devotion to duty: and
 - c. Do nothing which is against the interest of the Job/Project/Company.
11. You are required to be regular in attendance. The engagement shall be terminated immediately without notice or compensation in lieu of notice, if absent without prior permission.
12. The Employment would come to an end on completion of the tenure of the contract appointment or on completion of the project whichever is earlier. During the period of contract Employment your services would be terminable by one month's salary in lieu thereof by the management. If the termination of the service is by you, you will give one month's notice in writing or one month's salary in lieu thereof. Before leaving the company you should hand over all documents etc., related to your assignment to the concerned authorities.
13. During your engagement you will be bound by rules and regulations of service including conduct and discipline as applicable to the personnel engaged on contract, that may be in force and your acceptance of this offer of appointment carries with it your agreement to observe all such rules and regulations.
14. Any other matter regarding your service not dealt with herein shall be governed by the discretion or decision of the Management. You may be assigned to any other project, as per the requirement of Management, and your acceptance of this offer of appointment carries with it your agreement to abide by such instructions. You are also required to work in shifts as decided by the Department Head / Divisional Head.
15. You will not have any right to claim for permanency of employment or for extension of the engagement. At the end of the engagement period, your services shall stand terminated.
16. While reporting please bring the following documents in Original and a copy of each for our records:
 - a. All semester / year mark sheets/CGPA to percentage conversion and degree certificate.
 - b. SSLC marks card or any age proof certificate.
 - c. SC/ST/OBC/EWS/PWD Certificate, if applicable, and OBC/EWS certificate, should be latesti.eon or after 01.01.2020, and in the enclosed format only.
 - d. Copy of mediclaim policy as stated above in clause 6.
 - e. Any other relevant Certificates.
 - f. Three latest stamp size color Photographs.

- g. Relieving letter and Experience Certificate from the present employer.
- h. Copy of PAN Card and Bank Pass Book front page.
- i. Medical fitness Certificate from a medical officer not below the rank of Civil Surgeon/Asst. Surgeon.
- j. Copy of the Offer Letter sent through mail.
- k. Pre-employment Police verification document.
- l. Negative RT-PCR Report. (within 72 hours of reporting)

Please note that induction will not be done, if any of the above documents are not produced/ not in order.

17. If all the above terms and conditions are acceptable to you, you are required to report to **Manager (HR/Central) at BEL Rashtrakavi Kuvempu Kalakshetra, Jalahalli P.O, Bangalore – 560013** with your acceptance letter and other documents. You are required to report on 13-03-2021 at 08.45 AM at the mentioned venue. Failure to report on the mentioned date and time, will be treated as cancellation of offer.

Yours Faithfully,
For **Bharat Electronics Limited,**



SR.DGM (HR) Central



AMD India Private Limited
MindSpace Cyberabad, TSIC Software Layout
8th-11th Floor, Building No: 11, Madhapur, Hyderabad - 500081
Tel: +91 40 4061 5000, Fax: 91 40 40615001
CIN #U72200KA1997PTC094389

September 11, 2019

Akhil Varma Potturi

Hyderabad

Personal and Confidential

Dear Akhil Varma:

At AMD India Private Limited, ("AMD") we believe that a great company is made up of great people. In that spirit, we are pleased to extend to you this offer of employment to join our innovative company. The details of this offer are outlined below (unless otherwise specified, all monetary amounts are in India's local currency):

The Position

Your AMD job title will be that of Silicon Design Engineer 2, reporting to Nimish Agarwal, Sr. Manager Silicon Design Engineering. You will be a member of our Design function and will work at our Hyderabad facility.

This is a Full-time position.

Effective Date

Your employment will commence on September 23, 2019, or at another mutually acceptable date.

Duties and Hours of Work

Your responsibilities and duties would be intimated to you upon commencement of your employment. The Company is however permitted to assign you additional tasks, to modify or remove your assigned duties, without additional compensation to you.

The working hours shall be in accordance with the standard working hours applicable to your department or section. You also agree that AMD may transfer your work place and work assignment, as necessary for the business needs, subject to applicable law.

Compensation

Annual Salary: You will be paid an annualized salary of **1290774 INR**, less statutory deductions as required by law. Please see ANNEXURE for details.

All payments in this offer are subject to deductions and withholdings required by law. Your salary will be subject to regular review and any increases will be within AMD's sole discretion.

Annual Incentive Plan

You will be eligible to participate in Advanced Micro Devices Inc.'s Annual Incentive Plan (Bonus Plan), in accordance with the terms and conditions of the Bonus Plan document. Your initial target bonus opportunity will be 8% of your

annual base pay. If your date of hire is October 1 or later, you will not be eligible to participate in the Bonus Plan for this year (and there will be no payout in respect of this year), but your eligibility will begin next year in accordance with the Plan terms. All Bonus Plan payments are at the discretion of AMD management and may be adjusted based on job performance, business conditions and/or employment. All Bonus Plan payments are subject to deductions and withholdings required by law.

All Bonus Plan payments are subject to deductions and withholdings required by law. If applicable to you, any Bonus Plan payment you receive shall be in lieu of, and in satisfaction of (in whole or in part), any entitlement you may have to statutory bonus under the *Payment of Bonus Act*. If any Bonus Plan payment you receive is less than the amount as required by the *Payment of Bonus Act*, then AMD will pay the differential, if any, between the Bonus Plan payment and the amount to which you may be entitled pursuant to the *Payment of Bonus Act*.

Holidays and Leave

You will be entitled to holidays and leave rules as per the Company's policies.

Benefits

AMD will provide only those benefits as outlined in the Annexure.

Probation

Under mutual agreement, you will be on probation for a period of 6 months from the date of commencement of your employment. Upon completion of the 6-month period of probation, you shall be deemed to be confirmed without any further notice from the Company. However, the Company may, at its sole discretion, and having regard to your performance during probation, extend the period of your probation by giving you notice of such extension in writing.

Termination

Your employment with the Company may be terminated by either you or the Company by providing sixty (60) days prior written notice, or by payment of 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 this agreement.

Background Check and Export License Requirement

This offer is contingent upon you successfully passing a background investigation in accordance with applicable laws. As lawfully permitted, this background investigation includes an investigation of previous education and previous employment history. The results of this investigation may result in employment being ended in any probationary period in accordance with applicable law.

If applicable, this offer of employment is also contingent on AMD successfully obtaining an export license for you in accordance with government regulations. Please do not resign from your employment until export control processes have been successfully completed.

Privacy Consent

By accepting this offer you agree that AMD, or related parties such as its affiliates or service providers, may collect, use, transfer, store, access or disclose your personal information for the purpose of managing the employment relations in accordance with applicable law and privacy policies in place, and as amended, from time to time. You understand that your personal information may also be collected, used, transferred, stored, accessed and disclosed outside of your work location for employment purposes.

Obtaining and Maintaining Employment Authorization

If applicable, this offer is contingent upon you obtaining a work permit or visa from the relevant government authorities, authorizing your employment in the country and location where this position will be located, within a reasonable amount of time. Your employment is conditional upon you being able to lawfully work in the work location and travel outside the country of your work location as reasonably required.

Company Policies

During your employment, you shall adhere to the policies and procedures as laid down by the Company, including AMD's Worldwide Standards of Business Conduct, as amended from time to time by AMD. Any breach committed during the tenure of your employment, shall be governed by the policies of the Company, as amended from time to time read with applicable laws, which could attract disciplinary action and may lead to the termination of your employment.

You are required to review the policies and procedures of the Company available on the Intranet portal and in the HR Manual. You are bound by all the policies of the Company as laid down from time to time.

Exclusive Services

You shall at all times during your employment, devote your entire attention, working time, best efforts and skills towards the business of the Company. You shall not, directly or indirectly, engage in any other business activity, whether or not for profit, gain or other pecuniary advantages, without the express written permission of the Company.

You shall not, without prior written permission of the Company, directly or indirectly, in any way engage in, represent, be connected with or have any financial interest in, any business, which is or may be engaged in a similar business as that of the Company or which could compete with the Company or any of its affiliates.

Return of Company Property

Upon termination of your employment, for any reason whatsoever, you shall immediately return to the Company all its property that has been entrusted to you for performing your work, including but not limited to confidential or proprietary information and all copies thereof, that is / are in your possession, custody or control.

Choice of Law

This Agreement is to be governed and construed by the laws of India.

AMD Agreement and Acknowledgements

This offer is contingent upon your signing and returning this offer letter, the AMD Agreement and completing all new employee orientation requirements. By signing this letter, you acknowledge that you are not aware of any legal or contractual reason you cannot accept employment with or perform work for AMD. You acknowledge that the terms in this letter accurately and completely describe your employment with AMD, and supersede any other oral or written agreements or promises made to you. You also acknowledge that all information contained in this offer and related offer documents, is strictly confidential where permitted by law. If the terms of this offer are acceptable to you, please initial each page, sign your name below and return the original signed and dated document to Satish Kumar Koneru. This offer will remain open until September 23, 2019. If you have any questions, please feel free to contact me.

Welcome to AMD, Akhil Varma! We look forward to having you as a part of the team.

For AMD India Private Limited, ("AMD"),
Authorized Signatory

DocuSigned by:
Farouk Fathima
8BC3BABDCB3B47C...
11-Sep-19 | 9:35:16 PM PDT

Fathima Farouk
Director – HRBP
AMD

Prepared by: Satish Kumar Koneru

I, Akhil Varma Potturi, have read and understood the terms and conditions governing my services/ employment with the company.

Signature Akhil Varma Potturi
16B2BF56089A4B2...Date 12-Sep-19 | 9:06:41 PM PDT**ANNEXURE**

Name of the candidate: Akhil Varma Potturi
Designation: Silicon Design Engineer 2
Breakup of Annual Total Remuneration (in INR)
Base Pay (Annually): 1200000
Base Pay (Monthly): 100000

Base Pay Components	Per. Month	Per Annum	Remarks
Basic Pay	45000	540000	Taxable
Flexible Benefit Plan (FBP)*	55000	660000	Less Taxable depending on the bills submitted
Base Pay Sub totals (A)	100000	1200000	Fixed Salary or Monthly Gross
Retirals			
Employer Contribution to PF -12% of basic pay	5400	64800	
			Gratuity is payable as per Company's policy read with applicable law
Retirals Sub-total (B)	7565	90774	
Cost to Company (CTC) (A+B)	107565	1290774	

As per Payment of Gratuity Act 1972, Sec 4(3). Refer to Gratuity Policy available in MyHR page or contact your Site HR Ops / ER

*Refer to FBP Components in detail

Life & Health Benefits

- Annual Health Checkup
- Group Medclaim Insurance Coverage: 5lakh (for self, spouse, kids and parents)

Group Personnel Accident Insurance Coverage

- 3 Times Cost to Company [CTC is defined as Base Pay + Retirals]
- Provides compensation for accidental death or injury including disablement occurring to an employee

Group Life Insurance Coverage

- 2 Times Cost to Company [CTC is defined as Base Pay + Retirals]
- “Basic Life Cover” - a lump sum onetime benefit paid to the beneficiary/nominee of employee, in event of death – natural or accidental and in case of terminal illness (as determined by doctor)

Employee Assistance Program (EAP): Toll Free counselling available for work life issues to help employees cope with stress situations

Refer to policy documents in MyHR page for further clarifications or reach out to your respective Site HR Ops / ER

Other Benefits

- Leave Encashment (subject to Leave Policy)
- Subsidized Lunch may be provided from time to time

Note

Basic Salary, this is the component on which Provident Fund (PF) and Gratuity are calculated

FBP components table

Flexible Benefit Plan (FBP) will include the components outlined below. Employees may choose the components under which they will be paid their FBP.

Component	Maximum payable	Tax break	Frequency of payment	Documents needed
		Tax exempt portion of HRA is the minimum of the		

(a) House Rent Allowance	No limit, employee may specify how much he/she needs under this component	following three: - Actual rent paid minus 10% of Basic Salary line - Actual HRA - 40% of Basic Salary for non-Metros (50% of basic Salary for Metros - Delhi, Mumbai, Kolkata and Chennai)	Monthly	Rent receipt in a specified format
(b) Transport Allowance	INR 19200 p.a. (INR 1600 per month)	INR 19200 p.a. (INR 1600 per month)	Monthly	None
(c) Children's Education allowance	INR 2400 p.a.	INR 100 per child per month (max of 2 school going children)	Monthly	None
(d) Reimbursement of Medical Expenses	INR 15,000 p.a.	INR 15,000 p.a.	Quarterly as a part of claims	Doctor's bill, Pharmacy bill
(e) Leave Travel Allowance	10% of the Fixed cash	Actual Fare spent only (max limit is Air Economy or First Class AC rail fare) This can be claimed twice in a block of 4 years for travel within India (the current block is Jan 2009 to Dec 2012). Family includes spouse and children and dependent parents	Once in 2 years (when claimed based on bills), paid in the payroll on the submission of bills. Unclaimed amt is paid in March each year	Air ticket and boarding pass / Train ticket
(f) Special Allowance	Remaining FBP not allocated in (a) to (e) above	This is fully taxable	Monthly	None

Date: 23-Jun-2021

Personal & Confidential

R. Niyathi (C424221)

Offer of employment

Dear R. Niyathi ,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Trainee Engineer (BAND B)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: You will be under training for a period of Six months with a stipend of **₹20000/- PM**. On successful completion of the training period you will be placed under probation period with a compensation package of **₹455032/- CTC P/A** on the terms and conditions enclosed here with.

Start date: On or before 28-Jun-2021

Place of Work: Hyderabad, Lanco Hills

Address: Lanco Hills Rd, Sai Vaibhav Layout, Manikonda, Hyderabad- 500089, Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Snehith ram Pappu from the Talent Acquisition Team at Snehithram.Pappu@cyient.com.

Please indicate the acceptance of the offer by 24-Jun-2021.

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.



Keerthi Rannore
General Manager - HR

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-022959

Annexure - 1
Compensation Structure of R. Niyathi , Trainee Engineer (BAND B)

Monthly Components	Monthly	Annualized
Basic Pay	15,170	1,82,040
HRA	6,070	72,840
Bouquet of Benefits*	12,130	1,45,560
Advance Bonus*	2,000	24,000
Gross Monthly Salary	35,370	4,24,440
Statutory Components		
Company's contribution to PF(12% of Basic)		21,840
Gratuity(@ 15 days Basic pa, on completion of 5 yrs)		8,752
Cost to the Company**		4,55,032

Total compensation per annum: ₹4,55,032 (Rupees Four Lakh Fifty Five Thousand Thirty Two Only).

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable**

**** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.**

For Cyient Ltd.



Keerthi Rannore

General Manager - HR

Internal Reference: JR-022959

Personal & Confidential

23 June 2021

Dear R. Niyathi

Sub: Stipend Payable during Training period.

Further to the Offer Letter issued to you, the Stipend amount payable during the Training period of 6 months will be INR 20,000.

The Stipend is subject to Income Tax as applicable.

Your designation during the Training Period will be "Trainee Engineer". All other terms and conditions of the offer letter cited remain unaltered.

Should you need any clarification, please feel free to contact us on 9700779093 .

For Cyient Ltd.



Keerthi Rannore

General Manager - HR

A) List of documents to be carried for on-boarding formalities:

Please note that you must carry One set of photo copies of each of the documents mentioned below and bring the originals along with you for verification on your date of joining.

- Educational Documents(As applicable)
 - 10th Standard Mark Sheet
 - 12th Standard Mark Sheet
 - UG/Diploma Degree Certificate/Provisional and Mark Sheets
 - PG Degree Certificate/Provisional and Mark Sheets
- Previous Employer Documents (As applicable)
 - Relieving Letter/Resignation Acceptance Letter
 - Last three months Pay Slip
 - Relieving Letters or Experience Letters from All Previous Employers
- ID Proof
 - Aadhar Card (2 photocopies)
 - PAN Card (2 photocopies)
 - Passport
- Four Passport size photographs(Recent)
- A fitness certificate obtained from a registered medical practitioner
- Universal Account Number (UAN)
 - You are required to submit UAN from the Employee Provident Fund Organization (EPFO).
 - If you are not having UAN, you may generate the UAN through EPFO Portal.
 - Refer UAN generation process link, provided in the joining formalities form.

Other Details:

Reporting Time: 9 AM

Venue: **Lanco Hills Rd, Sai Vaibhav Layout, Manikonda, Hyderabad- 500089, Telangana**

Contact Person: PhaniKumar Daivam / Prathibha

For Cyient Ltd.



Keerthi Rannore
General Manager - HR

Internal Reference: JR-022959

Terms and conditions

1. Compensation

As detailed in the Annexure.

2. Education Qualification

This offer of training and subsequent employment to you is made based on the premise that you have acquired the desired qualification with 60% marks. If you are awaiting the results as on the date of joining and do not complete the qualification subsequently with the above percentage, your offer stands cancelled.

3. Training Investment Cost recovery

It is agreed that you will be with company for not less than 24 months from the date of joining. During this period, you shall not leave, abandon, or resign from the training/employment of the company. Liquidated damages for breach of this condition will be recovered as the training investment cost of Rs. 3,00,000/- (Three Lakh Rupees Only). You need to execute an agreement on a non-judicial stamp paper to this effect.

4. Transfer & Deputation

Your services can be transferred to other departments, locations, subsidiaries, sister companies or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time to time. Disobedience of such orders of the Company will be construed as grave misconduct and may lead to punitive action.

5. Code of Business conduct

You will be governed by the Code of Business Conduct as is in force from time to time.

6. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently.

Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these amended terms and conditions automatically.

7. Shifts

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it.

8. Training

You will be on training for a period of **Six Months** from the date of joining. On successful completion of Training you will be placed in probation for a period of 6 months and you shall continue to be on probation unless confirmed in writing by the company.

9. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You shall not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from the management. You shall not solicit any employment OR accept any employment OR join the employment with the customer/s of Cyient Limited with whom you worked during the course of your employment or within 12 months from the time of leaving the employment with Cyient Limited.

Employee's Signature

10. Leave

You will be governed by the Cyient leave policy that is in force from time to time.

11. Medical Examination

The company reserves its right to have you undergo medical examination from time to time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

12. Dress Code

You are required to be dressed in Business Formals on Weekdays and Business Informal is permitted on Friday.

- **Gentlemen:** To be dressed in full/half sleeved shirt, Full Trousers and Leather Shoes (Black or Brown)
- **Ladies:** Sarees / Salwar Kameez / Business Suits.

13. Performance Review

Your performance shall be reviewed periodically as per the Performance Management System (PMS) operational in the company. Performance reviews may or may not cause compensation reviews.

14. Compensation Reviews

Compensation reviews shall be purely based on individual's profile, contributions, competencies, role, potential to shoulder higher responsibilities and internal & external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered as impropriety and may lead to punitive action.

15. Financial or Nonfinancial reviews

Financial or non-financial reviews like payment of ex-gratia, incentive, variable pay etc **shall not be** considered for the employees who tender their resignation and serving the notice period.

16. Declarations & Information

This offer of employment is made based on the information furnished by you regarding your personal data, education qualification and experience. If any information furnished by you is proved to be false or you willfully suppressed any information, this employment is liable to be terminated.

17. Employee's Non-Disclosure agreement

You shall execute the Employee's Non-Disclosure Agreement as stipulated by the company at the time of joining duty.

18. Termination of contract

Either party can terminate this contract of employment without giving any reasons thereof subject to applicable clauses.

Employee's Signature

19. Period of Notice for termination of contract of employment by the Employee.

You shall provide in writing minimum 2 weeks (15 calendar days) notice during the probation period or 60 days notice on confirmation to terminate this contract of employment. The Company may at its sole discretion relieve you from such date even before the expiry of the notice period by waiving the remainder of the notice period without any compensation or salary for such remainder of the notice period.

20. Period of Notice for termination of contract of employment by the company.

Company shall provide in writing minimum 2 weeks (15 calendar days) notice during the probation period or 60 days notice on confirmation to terminate this contract of employment. However, company reserves the right to pay basic salary in lieu of the notice period and terminate the contract with immediate effect.

21. Recovery towards shortfall of period of notice.

You are required to give minimum period of notice in writing as **per Clause No 19** . However, the Company reserves the right to relieve you before the expiry of the notice period on payment or recovery, as the case may be, of proportionate basic salary towards shortfall of period of notice.

22. Dismissal.

Company reserves the right to dismiss you without any notice or payment in lieu of notice in the event of misconduct which constitutes a breach of integrity under the Company's Code of Business Conduct.

23. Voluntary Abandonment

Should you not report to duty for more than 9 consecutive days without prior sanction of leave from your superior, it is construed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

24. Surrender of Company assets.

You need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your employment before separation from the Company.

25. Travel

You will be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

26. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation / secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad. This bond is applicable only for associates up to and including Level 7. (This agreement will, inter alia, requires (i) your commitment to complete the Project, and (ii) your returning to India after completion of the Project and serving the Company for a stipulated period).

27. Contact information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

Employee's Signature

28. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

29. Back Ground Verification

Acceptance of this offer also confirms your consent to Cyient Limited to carry out necessary back ground checks on Education, Previous Employment and felony records.

30. Registration with NSR

It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Retirement

You shall retire from the services of the Company automatically on attaining the age of 60 years.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date:

Signature

Place: