

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. 204 to 535

S. No.	Name of the student placed	Program graduated from
204	Akhila Sirikonda	BE - CSE
205	Asra Naseem	BE - CSE
206	Harshitha Adluri	BE - CSE
207	Keerthi Sanke	BE - CSE
208	MANISHA KATRAVATH	BE - CSE
209	Monica K.	BE - CSE
210	Neha Komuravelly	BE - CSE
211	Pallavi Byagari	BE - CSE
212	Sahithi Reddy Maddikuntla	BE - CSE
213	V.Sai Lakshmi Keerthana	BE - CSE
214	Samhita Alla	BE - CSE
215	Shambhavi M	BE - CSE
216	Bandaru Shirisha	BE - CSE
217	Shreya Therupally	BE - CSE
218	Spandana Enjala	BE - CSE
219	Srichandana Katnapalli	BE - CSE
220	Swimitha Buchannolla	BE - CSE
221	Ajay Kannuri	BE - CSE
222	Akhil Vaska	BE - CSE
223	Anirudh Kaluri	BE - CSE
224	Aravind Babu Somarapu	BE - CSE
225	Bhanodaya Tilak Gujjula	BE - CSE
226	Bhargav G	BE - CSE
227	Devendra Nath	BE - CSE
228	Hari Challa	BE - CSE
229	Harsh Rathi	BE - CSE
230	Hemanth Reddy	BE - CSE
231	Ithesh Muppaneni	BE - CSE
232	Manishram Goud	BE - CSE
233	Manojkumar Thummala	BE - CSE

234	Naga Rama Bhadra Kumar Malladi	BE - CSE
235	Nagarjun Reddy	BE - CSE
236	Nikhil Gayam	BE - CSE
237	Nikhil Kumar Boyinapalli	BE - CSE
238	Pavan Sai Ganji	BE - CSE
239	Preetham Chinta	BE - CSE
240	Raghavendra Rao Kotha	BE - CSE
241	Rahul Chandra	BE - CSE
242	Rahul Komaravelly	BE - CSE
243	Ravi Teja Gannamaraju	BE - CSE
244	Rohith Chandra Cheepuri	BE - CSE
245	Sai Anish Chinthalapudi	BE - CSE
246	Saiavinash Bommakanti	BE - CSE
247	Sai Allala	BE - CSE
248	Sai Revannth Vedala	BE - CSE
249	Pallipat Sai Teja	BE - CSE
250	Saivikhyath Chelamela	BE - CSE
251	Shashank Vidiyala	BE - CSE
252	Sonu Badugu	BE - CSE
253	SRINATH TANGALLAPALLY	BE - CSE
254	SRUJANVESH GOUD KOTHA	BE - CSE
255	Venkatarami Reddy Konudula	BE - CSE
256	Venkata Srivatsa Grandhi	BE - CSE
257	Vineeth Reddy	BE - CSE
258	Aakanksha Vinnakoti	BE - CSE
259	Akhila Billakanti	BE - CSE
260	Anjani Vaddepally	BE - CSE
261	D. Avanthika Shree	BE - CSE
262	Bhavya Guduru	BE - CSE
263	Charita Dontireddy	BE - CSE
264	Divya B	BE - CSE
265	Divyarsha Koduri	BE - CSE
266	Thota Jyothi	BE - CSE
267	Thati Kavya	BE - CSE
268	Monika Pothireddy	BE - CSE
269	Nikitha Krishna Vemulapalli	BE - CSE
270	rishitha bandi	BE - CSE
271	shefali shireen	BE - CSE
272	Butharaju Sravya	BE - CSE
273	ARABATI TEJASWI ROOPINI	BE - CSE
274	Abdul Wahed	BE - CSE
275	Abhishek Darana	BE - CSE
276	Abhishek Venkata	BE - CSE
277	ABRAR ATHAR HASHMI	BE - CSE
278	Chintapalli Anil Krishna	BE - CSE
279	Thummala Anish Reddy	BE - CSE
280	Ashvik Mylarapu	BE - CSE

281	Harish Kumar Kathi	BE - CSE
282	Kedam Karthik	BE - CSE
283	Varun Kashyap	BE - CSE
284	Krishna Sai vamsi chintala	BE - CSE
285	sadhu Manish kumar	BE - CSE
286	Manoj kumar Badalgama	BE - CSE
287	MD Asif Ali	BE - CSE
288	Mohammed Sarfraz Khan Pattan	BE - CSE
289	Nagendrababu Patakula	BE - CSE
290	Pranav Chandra Kallepalli	BE - CSE
291	Praneeth Kumar Sajulu	BE - CSE
292	Ravi Chandran Reddy Kallem	BE - CSE
293	ROHITH REDDY	BE - CSE
294	Singireddy Rohith Reddy	BE - CSE
295	Rupesh Mudavath	BE - CSE
296	Chikula Saikumar	BE - CSE
297	Sai Kumar Sarampati	BE - CSE
298	Sairaja Yadugiri	BE - CSE
299	Sai Saurabh Kaushik	BE - CSE
300	Sai Sowmith reddy Chintha	BE - CSE
301	SAI THARUN REDDY PATHAKOTA	BE - CSE
302	Soumith Edla	BE - CSE
303	M.Surya Charan	BE - CSE
304	Samala Sushanth	BE - CSE
305	Kuppa Aditya	BE - CSE
306	Narayanabhatla Venkata Sai Dheeraj	BE - CSE
307	Venkatesh Ellaboina	BE - CSE
308	Vineeth Rao Kanaparthi	BE - CSE
309	Alekya Gujjala	BE - CSE
310	Ankitha Pilli	BE - CSE
311	Sahithi Ramaraju	BE - CSE
312	Gayatri Tawada	BE - CSE
313	Jahnvi B	BE - CSE
314	Jyothi Nukala	BE - CSE
315	Komal Puranik	BE - CSE
316	Krishna Sri Somepalli	BE - CSE
317	Lehya Reddy Kandhimalla	BE - CSE
318	Madhuri Vennu	BE - CSE
319	Madhurima Yella	BE - CSE
320	Neha Shaik	BE - CSE
321	Pallavi Vangari	BE - CSE
322	Rachana Kavukuntla	BE - CSE
323	Ramya Bijja	BE - CSE
324	Richa Kulkarni	BE - CSE
325	Sahithi Reddy	BE - CSE
326	Sai Mouna Bogireddy	BE - CSE
327	Sai Sreeshma Thupakula	BE - CSE

328	Sai Sushma Madhavi Josyula	BE - CSE
329	Sai Tejaswi Muttavarapu	BE - CSE
330	Sanjana Sambur	BE - CSE
331	Hajirah Tabassum Shaik	BE - CSE
332	Soumya Padala	BE - CSE
333	Sravya Chowderpally	BE - CSE
334	Sree Hari Priya Bellam	BE - CSE
335	Susmitha Dhadige	BE - CSE
336	Aashish Reddy Vundhyala	BE - CSE
337	Achyuth Potlapally	BE - CSE
338	Deepak Palavarapu	BE - CSE
339	Dileep Matha	BE - CSE
340	Dinesh Chowdary	BE - CSE
341	Faraaz Ahmed	BE - CSE
342	Himanshu Kapashi	BE - CSE
343	Lakshman Amireddy	BE - CSE
344	Madhukar Domakonda	BE - CSE
345	Nikhil Jella	BE - CSE
346	Pranay Gaini	BE - CSE
347	Rama Krishna Kunda	BE - CSE
348	Sai Anurag Sadula	BE - CSE
349	Nithish Varma Sagi	BE - CSE
350	Samrat Bingi	BE - CSE
351	Sandeep Kumar Nallala	BE - CSE
352	Aaqil Shaik	BE - CSE
353	Shashi Kanth Reddy Lekkala	BE - CSE
354	Siddharth Gupta	BE - CSE
355	Uma Maheshwara Swamy Desineedi	BE - CSE
356	Vihar Kurama	BE - CSE
357	Vishnu Vardhan Kyatham	BE - CSE
358	Bakaram Mounika	BE - CSE
359	Naveen Kumar Vanamala	BE - CSE
360	Shravani Kamatala	BE - CSE
361	Gouthamireddy Gidde	BE - CSE
362	Prasanna Danappagari	BE - CSE
363	Katamoni Sreerupa	BE - CSE
364	Bhongiri Tejaswi	BE - CSE
365	KONDA DIVYA	BE - CSE
366	Srikanth Karre	BE - CSE
367	SAMBA RAJU GOLI	BE - CSE
368	Nayini Ramyakeerthi	BE - CSE
369	JANAGAMA SHRAVANI	BE - CSE
370	Bandari Saiteja	BE - CSE
371	Moses Devara	BE - CSE
372	Kavyasri Sriram	BE - CSE
373	Harsha Vardhan Rao Sankenani	BE - CSE
374	Meghana Kasireddy	BE - CSE

375	Mehraj Md	BE - CSE
376	Naveen Kumar Kandraju	BE - CSE
377	Aishwarya Tammadaveni	BE - CSE
378	Suryaprakash Duta	BE - CSE
379	Mahitha Rao Koti	BE - CSE
380	Kavyasree Karingla	BE - CSE
381	Kamanuri Prem Raj	PG
382	Biradar Archana	PG
383	Pranavchandra	PG
384	Anusha	PG
385	Aishwarya	PG
386	Gadde Sai Abhishiek	PG
387	Kommarthi Abhishiktha	BE - IT
388	Bytha Anjana	BE - IT
389	Durisetty Anjani	BE - IT
390	Gaddam Aparna	BE - IT
391	Ventrapragada Apoorva	BE - IT
392	Polneni Ashritha	BE - IT
393	Maile Bhavitha	BE - IT
394	Julakanti Geetha	BE - IT
395	S A Hari Priyanka	BE - IT
396	Harini Bharata	BE - IT
397	Mullapudi Jyothsna	BE - IT
398	Varakala Keerthana Reddy	BE - IT
399	Kurri Madhuri	BE - IT
400	Vedere Manvitha Reddy	BE - IT
401	Vasireddy Nikita	BE - IT
402	Challa Pragna	BE - IT
403	Ele Preethi	BE - IT
404	M Sai Sindhu	BE - IT
405	Chede Sai Spandana	BE - IT
406	Veeram Reddy Sai Tejaswi	BE - IT
407	Yenigalla Satvika	BE - IT
408	Shravya Sheela	BE - IT
409	Ogety Shreya	BE - IT
410	B Sonali	BE - IT
411	Vemmula Uma Maheshwari	BE - IT
412	Bellamkonda Urvashi	BE - IT
413	Mupidi Abhishek Reddy	BE - IT
414	Aditya Kante	BE - IT
415	Valpadasu Anirudh	BE - IT
416	Annam Chakravarthy	BE - IT
417	Mandapati Chandrahas Reddy	BE - IT
418	Ganapuram Deekshith	BE - IT
419	J Dheeraj Reddy	BE - IT
420	Chaturvedula Eswar Sai Teja	BE - IT
421	Hasavath Eswarnaik	BE - IT

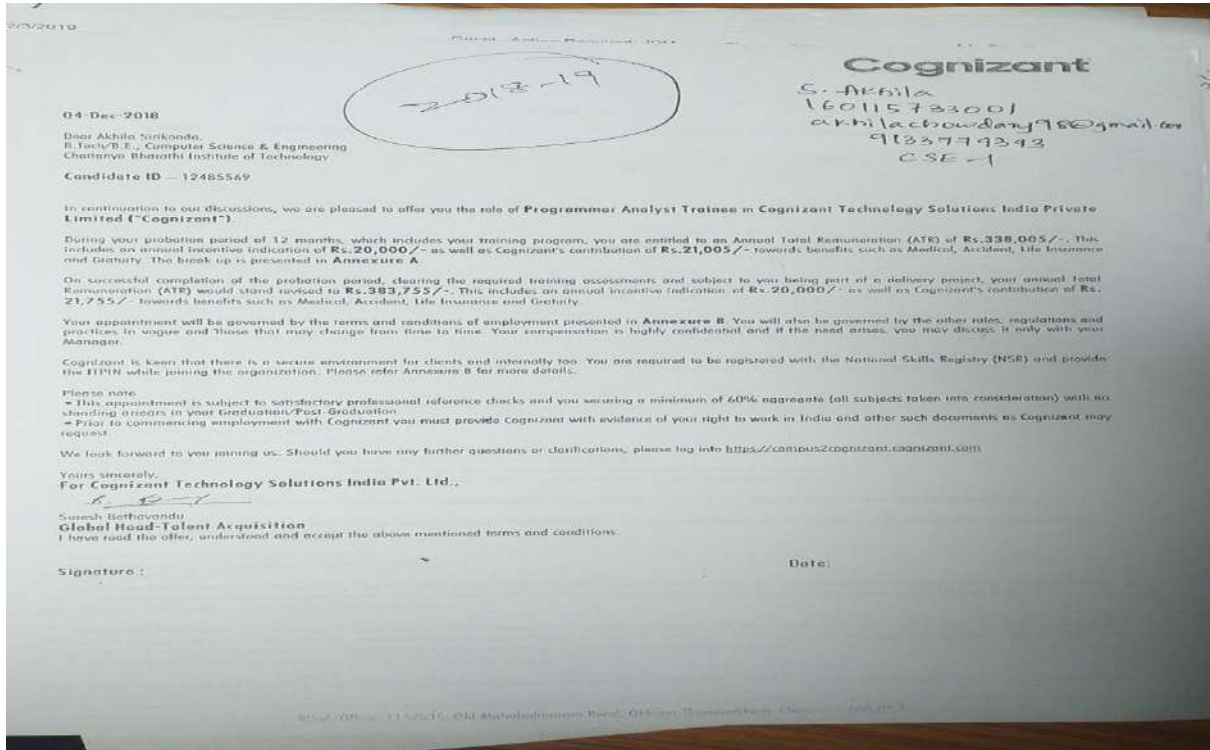
422	Gadpale Koushik	BE - IT
423	Singaram Krishnaraj	BE - IT
424	Pabba Naga Vikas	BE - IT
425	Pavan Raj Gajarla	BE - IT
426	Koyalkar Pravin Kishore	BE - IT
427	Kadevari Prithvi Rohith	BE - IT
428	Varnakavi Sai Kiran	BE - IT
429	Shaik Abdul Matheen	BE - IT
430	Siddharth Panigrahi	BE - IT
431	Peketi Soumith	BE - IT
432	Tikayyolla Srujan	BE - IT
433	Ujwal Dasari	BE - IT
434	K T Ujwal Pratap Krishna	BE - IT
435	Gudimalla Vasudeva	BE - IT
436	Chenna Vishal Anand	BE - IT
437	K Vishnu Rohith	BE - IT
438	Chirra Kiran Kumar	BE - IT
439	K Venkatadasu	BE - IT
440	Nitya Ingale	BE - IT
441	Jakkam Akhila	BE - IT
442	Annadatha Annapurna Ananya	BE - IT
443	Gajja Anusha	BE - IT
444	Bomma Deepika	BE - IT
445	Budigam Indrani	BE - IT
446	Nannapaneni Kavya	BE - IT
447	Veeramachaneni Nihitha	BE - IT
448	Chintha Reddy Rishi Chandana	BE - IT
449	Pally Roshini	BE - IT
450	Peri Sai Deepa Bhavani	BE - IT
451	Gorantla Sai Rishitha	BE - IT
452	Lingamalla Sandhya	BE - IT
453	Pasham Sathya Sri	BE - IT
454	Shaik Kareema	BE - IT
455	Pabba Sindu	BE - IT
456	Sneha Reddy	BE - IT
457	Tanishka Vegunta	BE - IT
458	T Vigna Shree	BE - IT
459	Kandula Vinona Sri	BE - IT
460	K Yashaswi	BE - IT
461	Nadimpally Abhinav Raju	BE - IT
462	Komanduri Abhiram Koushik	BE - IT
463	Guguloth Anilkumar	BE - IT
464	Veerabathini Anirudh Priyatham	BE - IT
465	Muthukuru Bhargav Reddy	BE - IT
466	Loka Hemanth Reddy	BE - IT
467	Lingala Jatin	BE - IT
468	Jamalapuram S Krishna Teja	BE - IT

469	Enishetty Manish	BE - IT
470	Belide Naga Akhil	BE - IT
471	Pratik Saxena	BE - IT
472	Nela Kosigi Ritesh	BE - IT
473	Potluri Rohit Sai Chowdary	BE - IT
474	Chavan Sai Kiran	BE - IT
475	Potluri Sai Kranti Kiran	BE - IT
476	V Sai Shashank	BE - IT
477	Yeggadi Sai Vivek	BE - IT
478	Sunkishala Saisandesh Goud	BE - IT
479	Dumpala Sanjeev Kumar	BE - IT
480	K Srinaga Sai Gopala Krishna	BE - IT
481	Srinu Naik M	BE - IT
482	B L S Suraj	BE - IT
483	Rangannagari Varun Rishikanth	BE - IT
484	Vineeth Reddy Vuyyuru	BE - IT
485	Hanumareddygari Vivek Kumar Reddy	BE - IT
486	Bondala Yatish Chandra Yadav	BE - IT
487	Kamarthi Rushikesh Kumar	BE - IT
488	Gurram Sandeep	BE - IT
489	Ajay Mothe	BE - IT
490	M Soni	BE - IT
491	Manda Ashwini	BE - IT
492	D.Kavya Shruthi	M.Tech(CNIS)
493	Gouthami Gopari	M.Tech(CNIS)
494	D.Harshavardhan	M.Tech(CNIS)
495	V.Suryateja	M.Tech(CNIS)
496	Anjali Ajay	MBA
497	Asadi Avanthika	MBA
498	BUSSA KAJAL	MBA
499	Preethi wankhadae	MBA
500	Sharon Esther Kondigari	MBA
501	Vankayala sravya	MBA
502	Boda Stuthi Nishitha	MBA
503	M Yeshaswini Reddy	MBA
504	Gandhe Amarnath	MBA
505	CHELIMELA BHARATH KUMAR	MBA
506	Paripalli Madhuteja	MBA
507	Shaik Munna	MBA
508	P PRASHANTH REDDY	MBA
509	Koukuntla Raghu sagar	MBA
510	P.RANJITH KUMAR	MBA
511	Kamuni Sai chaitanya	MBA
512	KOKA SAI SWARUP	MBA
513	PSV Kasyapa	MBA
514	JAVVAJI SRINIVAS RAO	MBA
515	MACHERLA VINEEL KUMAR	MBA

516	MUVVALA BHARGAVI	MBA
517	T Chandana Sri lakshmi lavanya	MBA
518	Chandini Mahankali	MBA
519	THUMU DIVYA	MBA
520	Siklametla Divya sri	MBA
521	Khan Humera Hina	MBA
522	Sova Jodhani	MBA
523	Kotwal Manisha	MBA
524	T SAI MEGHANA NAIDU	MBA
525	Bandiyala Prasanna	MBA
526	Sameena Siraj	MBA
527	SUNKUSALA SRAVANA	MBA
528	MUKTAPURAM SWAPNALATHA	MBA
529	Gillela Vijaya Lakshmi	MBA
530	N.Chandrakanth goud	MBA
531	Sabbella Mahidhar Reddy	MBA
532	SUNIL BANA	MBA
533	ABBAGONI MAHESH	MBA
534	Chaithanya Arjula	MBA
535	Rajiv Abhimanyu	MBA

CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY (A)
Department of Computer Science and Engineering
ACY 2018-19 Placement Offer Letters

1) 160115733001



2) 160115733002



3) 160115733003


M Gmail 22E-1
16011573303
Harsh Rathi <harshrathi71@gmail.com>

JPMorgan Chase Start Date – Important Information and Next Steps
1 message

Shah, Yashika N <yashika.n.shah@jpmorgan.com>
To: "harshrathi71@gmail.com" <harshrathi71@gmail.com> Fri, Feb 22, 2019 at 8:23 PM

JPMORGAN CHASE & CO.

Be a part of our
next generation
of tech leaders.



2019 Software Engineer Program

Dear Harsh,

Congratulations and Welcome to JPMorgan Chase & Co.! We wanted to let you know how excited we are that you're joining the firm!

Going forward, you will receive regular communications from us. These communications provide important information and highlight deadlines. Please take note of the information and action items contained in each communication, and reply with any questions you might have. Also make sure messages from these email accounts riddhi.desai@jpmchase.com / paramveer.narang@jpmorgan.com are received in your preferred e-mail address and are not marked as junk.

START DATE: 11th July, 2019

OFFER LETTER

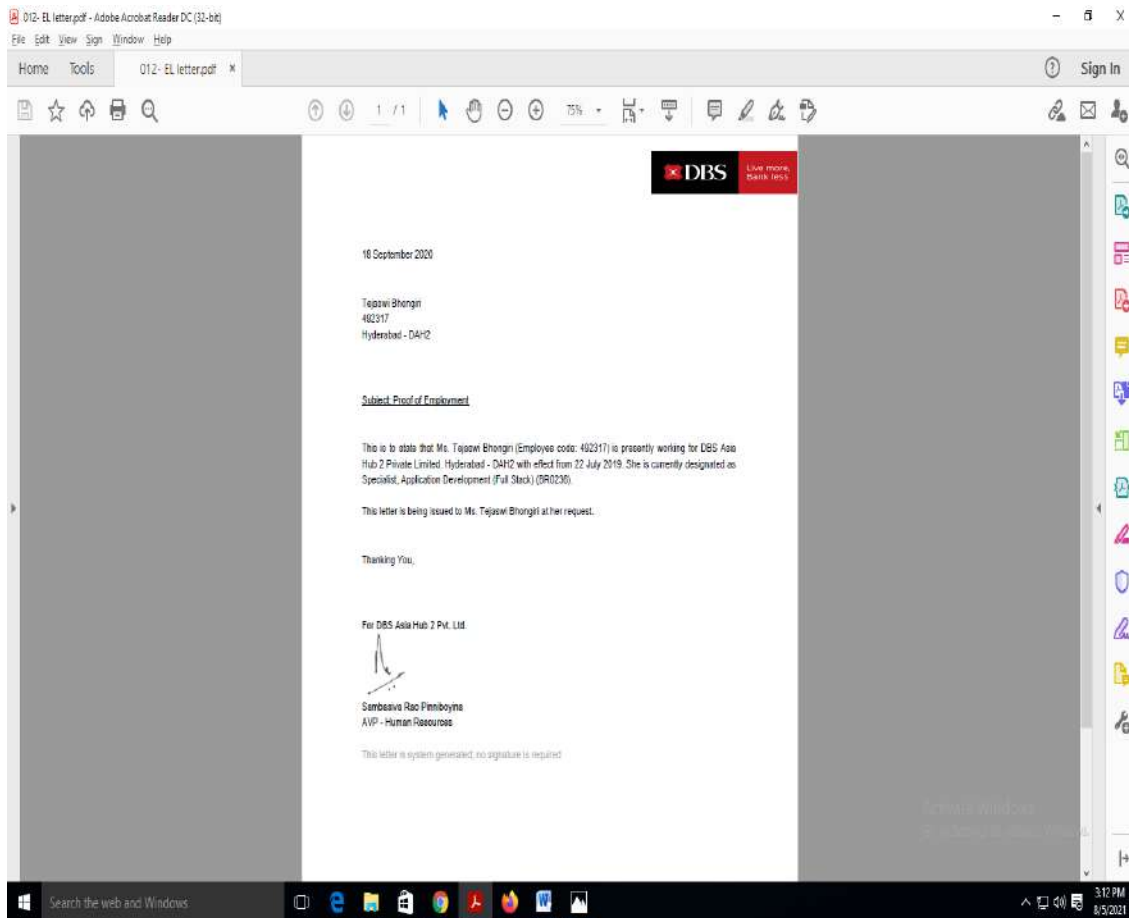
4) 160115733004

8) 160115733008

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11) 160115733012



12) 160115733013

160115733013, CSE-4



Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 150,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more about Oracle and our product offerings.

To prepare for your employment with Oracle, we've included a **New Employee Offer Packet** containing the documents you will need to click accept and/or sign and return to Oracle before you begin - along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle - we look forward to your arrival.

Joyce Westerdahl
Executive Vice President of Human Resources, Oracle

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Integrated Cloud
Applications & Platform Services

13)160115733014



CSE-1
160115733014

Offer: Computer Consultancy
Ref: TCSL/CT20182521199/Hyderabad
Date: 25/09/2018

Ms. Shambhavi Meesala
Flat No-502,Vaishnavi Adithya Pride,Rk Puram,
Kothapet,
Hyderabad-500035,
Telangana,
Tel# -

Dear Shambhavi Meesala,

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/CT20182521199

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: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS e-Services ServiceLine: 1 800 209 9113 Email: careers@tcs.com

14)160115733015

15) 160115733016

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21) 160115733023

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23) 160115733026

24) 160115733028

12/3/2018

Small - Action Required - JPMorgan Chase - Offer Letter

16 FILE 114

160115733029
D. Devendranath, [Chennai] 8328008171

KARVY
Computershare
Private & Confidential

Ref No. 216510

Date: 14 November 2018

Mr. Devendranath D.
Vasanthpuri Colony, Malkajgiri

Hyderabad - 500017

Dear Devendranath D,

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.

25) 160115733029

26) 16011573330 Harsh Rati

26) 160115733031

27)160115733032

160115733032
CSE



May 06, 2019

HRD/3B/19-20/12669134

Mr. Itihesh Muppaneni
Candidate ID: 12669134
No. 17-1-391/T/253/1,
Saraswathi Nagar,
Saikabab,
Hyderabad - 500059
India

Ph: (91) 7013490844

Dear Itihesh,

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: L66110KA1901PLC013115
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

29)160115733034

30)160115733035

31)160115733036

32)160115733037

33)160115733038

34)160115733039

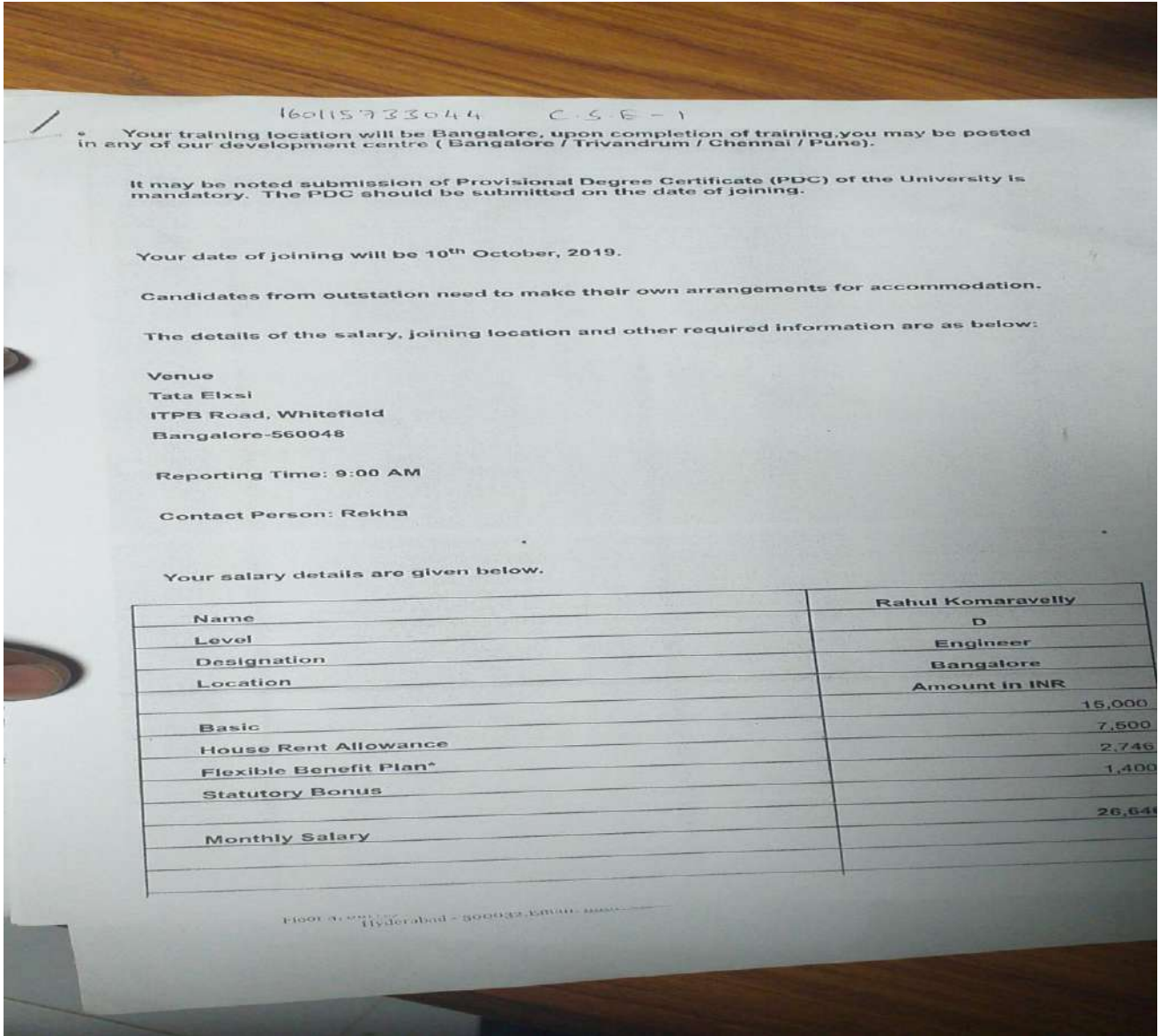
35)160115733040

36)160115733041

37)160115733042

38)160115733043

39) 160115733044



40) 160115733045

ORACLE

Oracle India Pvt. Ltd.
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 786 829, India
Phone: +91 80 4107 8900
Fax: +91 80 2852 6124

Registered office address:
C-61/52, First Floor,
Salem Bypass, Phase-D-1,
District Centre, Saket,
New Delhi - 110 017
Phone: +91 11 48800000
Fax: +91 11 46754733
CIN: U74899DL1993PTC 051744

45

May 17, 2019

Ravi Teja Gannamaraju

Dear Ravi Teja,

We are pleased to offer you employment in the position of Applications Developer I1 with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of INR 9,00,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) per Annum
A. Basic salary	3,76,818.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Gross Pay ACP (A+B)	8,36,997.00
D. Company's contribution to PF	45,197.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+D+E)	9,00,000.00

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of INR 184417.34 toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up to the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget.

Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

160115733045 LC 1E
R. Teja

41)160115733047

Private & Confidential

24 April 2019

Sai Anish Chinthalapudi
23-23-21, Siva Rao, Street, Satyanarayanapuram, Vijayawada
Hyderabad
Telangana
520011
India

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

160115733049

CSE

Ch. Sa Anish

42) 160115733049

49 - Saivinash Bommakanti - HGBU - Hyderabad.pdf - Adobe Acrobat Reader DC (32-bit)

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Home Tools 49 - Saivinash B... x Sign In

Oracle India Pvt Ltd
 Oracle India Pvt Ltd
 Oracle Development Center
 Oracle Technology Park
 N. Himmabetsa Road
 Banjara Hills - 500032, India
 Phone: +91 90 4817 0808
 Fax: +91 90 2052 4234

Registered office address:
 7-02, First Floor,
 Solis on Ravinagar Plot no. D-1,
 Himmabetsa, N.H.4,
 New Tolly - 711017
 Phone: 91-31-46709100
 Fax: 91-31-46709122
 CEN: U72900DL2012PTC045764

April 25, 2019

Saivinash Bommakanti

Dear Saivinash,

We are pleased to offer you employment in the position of Software Developer I with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of INR 9,00,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Annual (INR) p.a.
A. Base salary	5,76,718.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Group Term Life Insurance (GLI)	8,36,707.00
D. Company's contribution to PF	45,102.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+E+B)	9,00,000.00

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Details".

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of INR 184,417.34 toward relocation costs under the SAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as associated services or fees that may apply. This relocation policy is designed to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up to the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIMVA for relocation in Japan, APAC and India. Your manager will initiate your

Search the web and Windows

3:15 PM
8/5/2021

43)160115733050

Sign Envelope ID: 87665482-70A2-4C77-929A-B30255A2E105

CSE-1
160115733050

Deloitte.

06/30/2019

Mr. Sai Revannth Vedala
 House No 69, Lumbini Sln Springs, Gachibowli-Kondapur Road
 Serilingampally, Gachibowli,
 Hyderabad - 500032

Subject: Offer of Employment

Dear Sai Revannth Vedala:

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.5,00,000/-** 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 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.

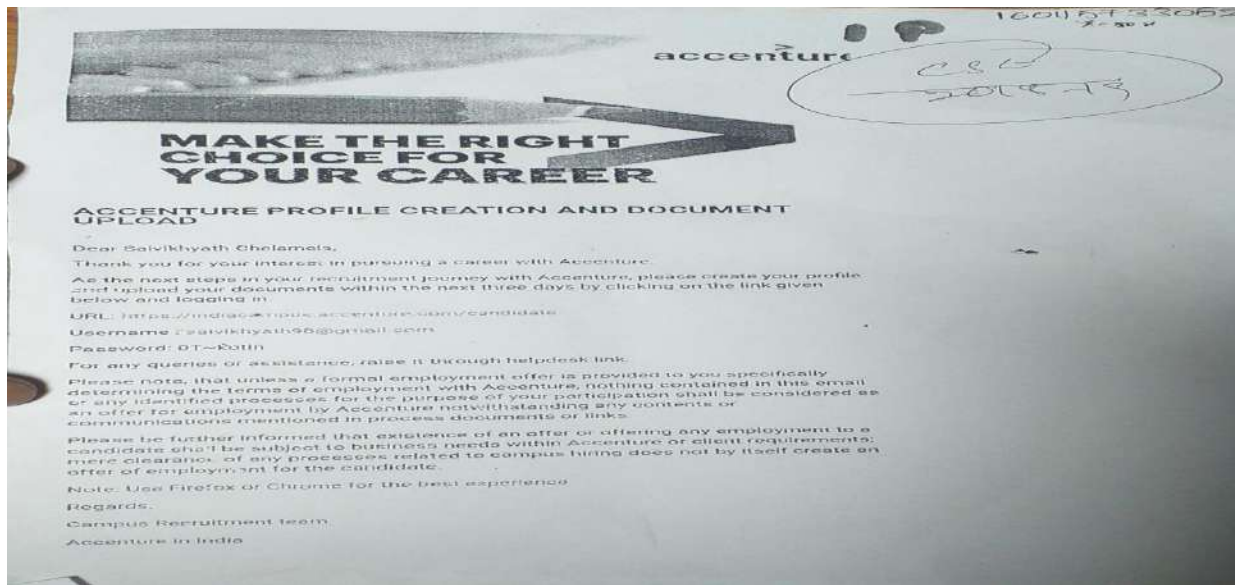
You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

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.

Regd. Off.: Floor 8, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Rangas Reddy District, Hyderabad - 500032, Telangana, India
 GST Reg No: 36AADCC0476H1ZT CIN: U72900TL2006PTC049978

44)160115733051

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46)160115733053

47)160115733055

48) 160115733056

49)160115733060

50) 160115733301

ORACLE

Oracle India Pvt. Ltd
India Development Center
Oracle Technology Park

Registered office address:
F-01/02, First Floor,
Salcon Ravillas Plot no. D-1.

Page 1 of 4

Private & Confidential

16 April 2019

Naveen Kumar Vanamala
29-784, Vinayak Nagar, Neredmet, Malkajgiri,
Secunderabad
Telangana
500056
India

Dear Naveen Kumar,

Congratulations, subsequent to the interview process we are pleased that you are considering joining **BA Continuum India Pvt. Ltd.** ("the Company") in **Hyderabad**. 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. **425,000-** (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

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CSE
V. Naveen Kumar

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52)160115733306

53)160115733307

54)160115733312

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56) 160115733062

58)160115733064

12/3/2019

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KARVY
Computershare

160115733064
J.P.Morgan

May 8, 2019

Vadepally, Anjani
A 102
SAL RAM PLAZA, MANIKONDA
HYDERABAD 500089

CSE

Dear Anjani Vadepally,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

59) 160115733065

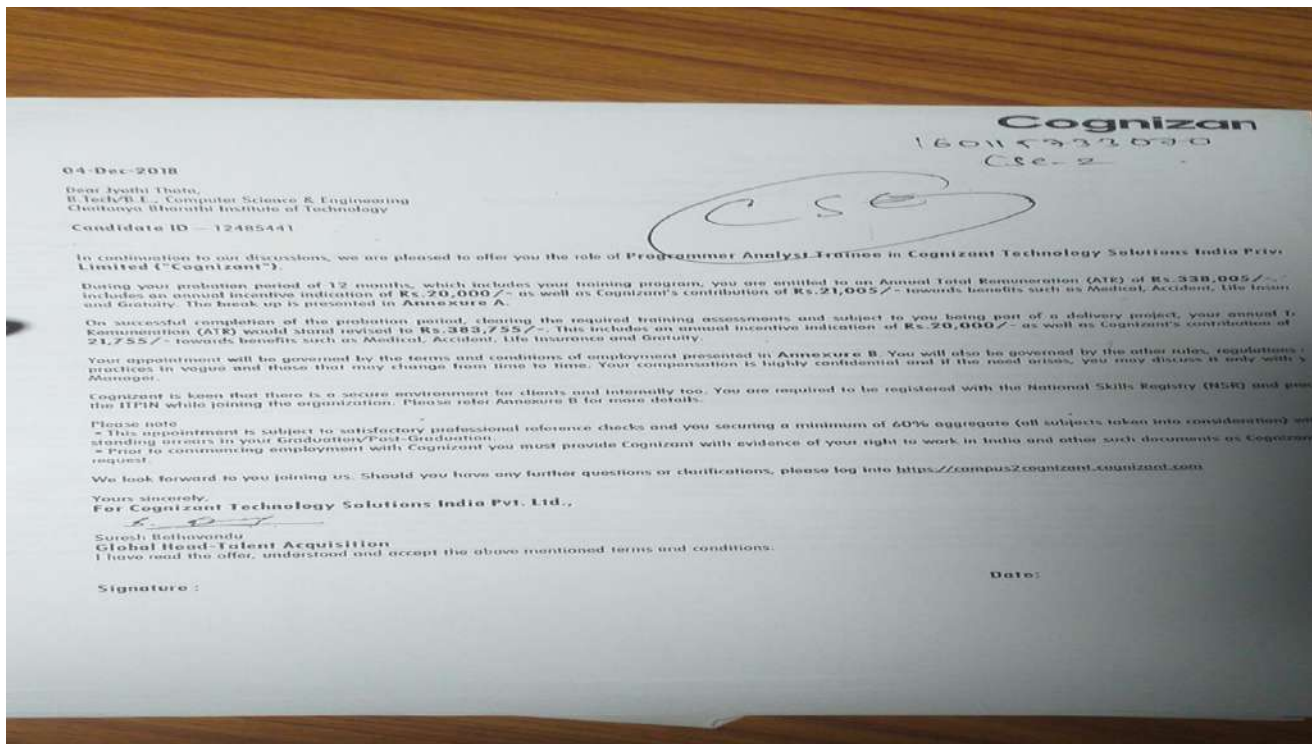
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Bandi Rishita
Computer Science & Engineering
H.No: 160115733074 Page 1 of 4
Adm.No: 15-5205
Company: Bank of America
Location: Hyderabad
Private & Confidential

24 April 2019

Bandi Rishita
Flat No.306, Balaji Residency, Miryaguda, Nalgonda
Hyderabad
Telangana
508207
India

Dear Bandi,

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 Gunagram, 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

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74) 160115733081

75) 16011573308

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CSE-2, 4/4
ABRAE ATHARYASHMI



Wells Fargo EGS (India) Private Limited (formerly known as Wells Fargo India Solutions Private Limited)
Wells Fargo Centre
Embassy Tech Village
Deverabecanahalli, Outer Ring Road
Varthur Hobli, Bengaluru, India 560103
wellsfargo.com

OFFER OF EMPLOYMENT

Dear *Abrae Athar Hashmi*

We are pleased to offer you a position at Wells Fargo India Solutions Private Limited (Wells Fargo), and your appointment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

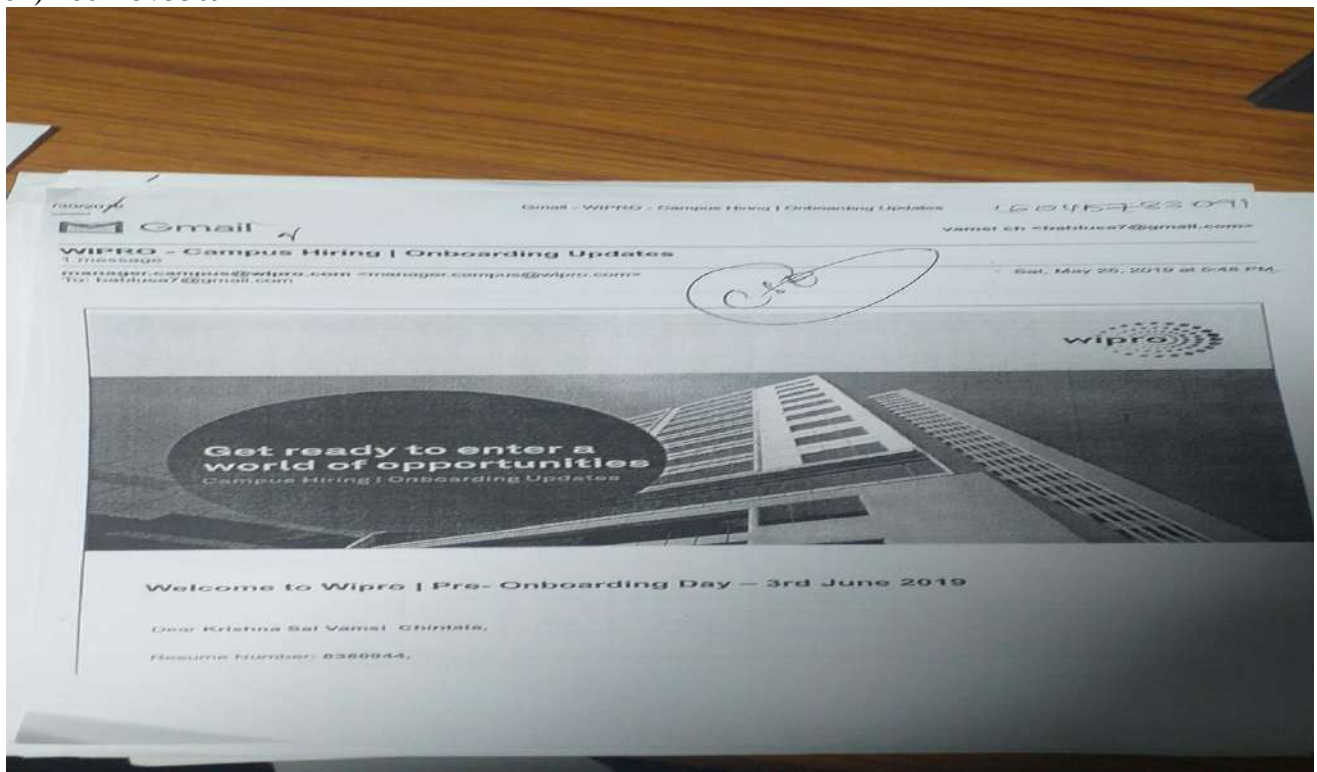
- **Designation:** You will be designated as Analyst. Notwithstanding anything herein, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you. On your first day of employment July 1, 2019 (DOJ) you will need to report before 9:30 a.m. at Wells Fargo India Solutions Private Limited.
- **Training Period:** The first 2 Months would be a period of induction and extensive training ("Training Period"), during which Wells Fargo would take care of boarding and lodging, and transport to office and back, and you would be paid a stipend of INR 20000 (Rupees Twenty Thousand Only) per month.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be INR 550,000/- (Rupees Five Lakh Fifty Thousand Only). Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- **Place of Work:** You will be initially based at the Wells Fargo office in Hyderabad Or Bangalore or Chennai. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, reporting lines and reporting manager, in line with applicable laws, during the term of your service.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Affiliate/Associated Company where such duties or services are of a similar status to or consistent with your position with Wells Fargo.
- **Confidential Information and Inventions:** As an employee of Wells Fargo, you will have access to Wells Fargo's confidential information and you may, during the course of your employment, develop certain

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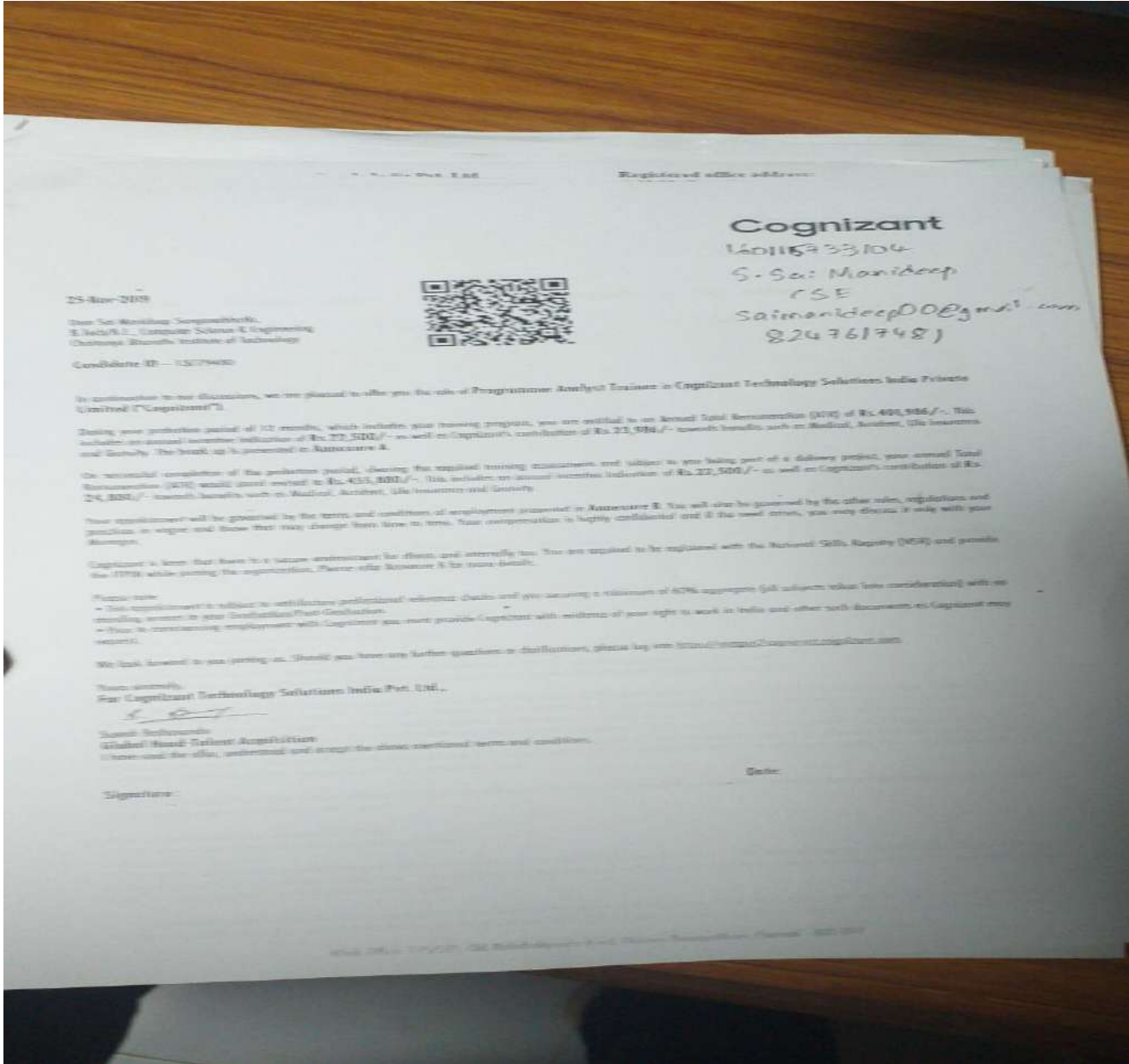
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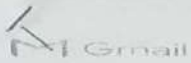
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97) 160115733110



98)160115733111



Roll NO - 160115733111
chinthasaal.sowmith.reddy <chinthasaal.sowmith@gmail.com>
CHINTHA SAI SOWMITH REDDY
C&C-2

Offer Of Employment
4 messages

Infosys Limited <offers@infosys.com>
To: "chinthasaal.sowmith@gmail.com" <chinthasaal.sowmith@gmail.com>

19 April 2019 at 18:02



Dear Sai Sowmith Reddy Chintha,

Congratulations once again on your successful participation in our campus recruitment process during the year 2018-2019.

Please find attached the offer of employment with your confirmed date of joining for the role of Systems Engineer at Infosys Ltd. Please note that you are expected to report at the location of training a day prior to your date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us. These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

We will be reaching out to you regularly through various avenues between now and the time you join us. Also, an elaborate communication on the Accommodation and other joining related formalities will be sent to you a couple of weeks before your joining date. We would like to reiterate the fact that this offer of employment with Infosys Ltd. shall be valid only if you fulfil the eligibility criteria specified by us during the time of recruitment.

Academic Eligibility Criteria For Joining

Point 1- The academic eligibility criteria for the Role of a Systems Engineer has already been communicated to you and your college during the selection process. This remains the same at the time of joining (including your final semester result, if the results have been published).

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

Point 2- In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer_extension@infosys.com with your Candidate ID and your Role in the subject line.

Point 3- Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at offer_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,
Team HRD
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

5 attachments

12669891.pdf
343K

Information Sheet - Annexure IV.pdf
111K

99) 160115733112

100) 160115733113

101) 160115733114

102) 160115733116

103) 160115733117

104) 160115733118

105) 160115733119

106) 160115733123

107)160115733124

MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

160115733124
CSE + 3

27-Mar-2019

Gayatri Tawada
F-302, Satguru Plaza, Road number-1, Near Secunderabad Nursing Home, West Marredpally, Secunderabad.
9985613360

Dear Gayatri,

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: 9fe65acc-cf1d-4444-95db-c6835e645192_1
Created By: Mohan Sekhar

108)160115733125

109)160115733127

Gmail

69E-3
160115733127
Komal Puranik <komalpuranik210@gmail.com>

Date of Joining Intimation

1 message

cognizantIR@cognizant.com <cognizantIR@cognizant.com>
To: KomalPuranik100@gmail.com

Sun, Jun 30, 2016 at 7:37 AM

Dear Komal Puranik ,

Candidate ID: 12485647

Welcome to Cognizant, the fastest growing global top-tier consulting, IT services and BPO company!

We are delighted that you have accepted our offer of employment and we look forward to welcoming you onboard. Please [Click here](#) to accept your Date of joining (DOJ)

Reporting Time : 7:30 AM

Joining Venue : Cognizant Technology Solutions India Pvt Ltd, RITS Campus (CKC) , Plot No. 1 & 2, Elicot IT Park, Survey No. 802/3, Shellinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119, India

Date Of Joining : 20 Jul 2019

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to [login to One Cognizant](#) & ensure that you complete the online forms & photo upload at least 3 days before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least two days before your DOJ. Onboarding Pass would be generated one day before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled one day prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login Credentials

User Name: Email ID validated during registration process

Password: Password that was created by you after registration

Please use the authentication key (96A139C3956AAD18) to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

For 2017 Batch pass outs

1. Latest Degree - All Semester-wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2015 & 2016 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet
3. Diploma marksheet & Diploma certificate (only applicable for recruits who have completed diploma)
4. UG-All Semester-wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University (mandatory for PG recruits only)

Government ID proofs (Original & 1 Self-Attested Xerox copy)

110))160115733128

Microsoft India (R&D) Pvt. Ltd.
Microsoft Campus
Gachibowli, Hyderabad- 500032

Tel: +91-40-66910000
Fax: +91-40-66915191
<http://info.www.microsoft.com/india>



28th May 2019

Krishna Sri
4-1-121/164 and 165, VSI Colony,
Nacharam, Medchal, Telangana- 500076

Dear Krishna,

Microsoft India (R&D) Pvt. Ltd. ("the Company") is pleased to offer you the position of Software Engineer. You will initially report to Ravoor Abdul Mahammed and/or any other person as decided by the Company from time to time. You will be based in Hyderabad or any other place/city within India or outside India as decided by the Company from time to time. Additionally, at the Company's sole discretion you may be transferred to any of the Company's affiliates (including parent or subsidiary) as well as succeeded from the Company to any of its clients or customers, within India or outside India.

Your employment shall commence with effect from 10-Jun-19 or your actual date of joining. In the event you fail to join on or before 10-Jun-19 the contract shall stand terminated unless extended at the sole discretion of the Company. You must treat the details of this offer with utmost confidentiality.

The Company has extended this offer to you based upon your general knowledge, background, experience, skills and abilities, and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. As a condition of employment with the Company, you will be expected to sign a Non-Disclosure Agreement ("NDA") in which you agree not to disclose or use confidential or proprietary information or trade secrets of any current or prior employer. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer.

The terms and conditions of your employment with the Company are as follows:

A. COMPENSATION

1. Base Salary

Your total base salary will be **Rs. 1300000/-** per annum, payable monthly in arrears. The base salary has two components, (a) Basic and (b) Allowances.

(a) Basic Salary: Your basic salary will be **Rs. 613600/-** per annum and is 47.2% of the base salary.

111) 160115733313

112) 160115733314

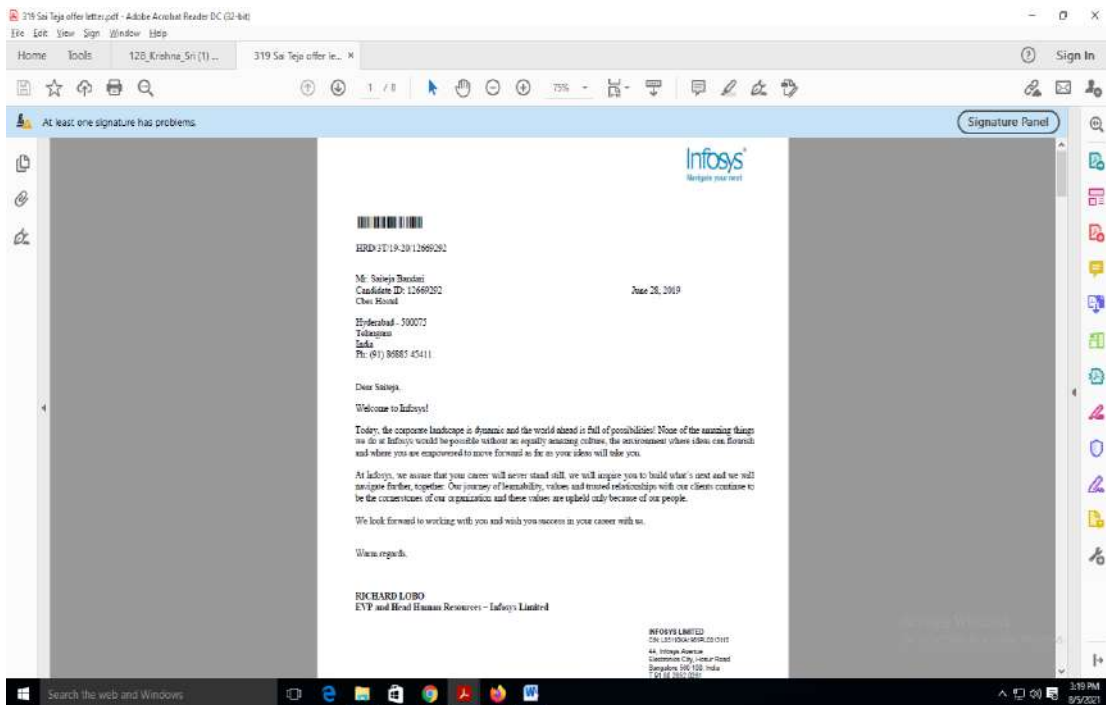
113) 160115733315

114) 160115733316

115) 160115733317

116) 160115733318

117) 160115733319



118) 160115733323



nirmaan.org

Reg No 1119/07



DEVARA MOSES

Employee ID: NIR0229

Devara

Authorized Sign

119) 160115733122

120) 160115733123

122) 160115733126

123) 160115733129

124) 160115733130

125) 160115733131

126) 160115733132

127)160115733133

128)160115733134

129)160115733136

130) 160115733137

Ref: VLI/5601/01/16

January 25, 2019

Mrs. Richa Kulkarni
105, Poulomi Pride,
Street No. 1
Tarnaka,
Nagarjuna Nagar,
Hyderabad,
Telangana.

160115733137

CSE 3

richakulkarni.92@gmail.com

6301050693

Offer Letter

Dear Richa,

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You will be designated as **Technical Consultant** and your position will carry a compensation value of **INR 12,00,000 (INR twelve lakhs only) per annum**.

We would have the offer open until **July 02, 2019** and prefer you to join us on or before **July 02, 2019**. Please note that if you do not confirm your acceptance or we are unable to set an alternate date of joining, this offer shall be withdrawn. Your association and employment will be governed by the various employee related policies and guidelines of the organization.

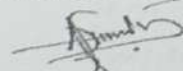
On your joining day, we will require you to submit the various documents for our records, as mentioned in the list enclosed. Please return the signed duplicate copy of the letter to confirm your acceptance.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc. Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time.

As much as your association with ValueLabs will be governed by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization cherished over the last many years. While welcoming you to ValueLabs we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

Yours sincerely,

for ValueLabs LLP,



Prashant Kumar Ayavari
VP - HR & Operations

Accepted Signature: _____

132)160115733139

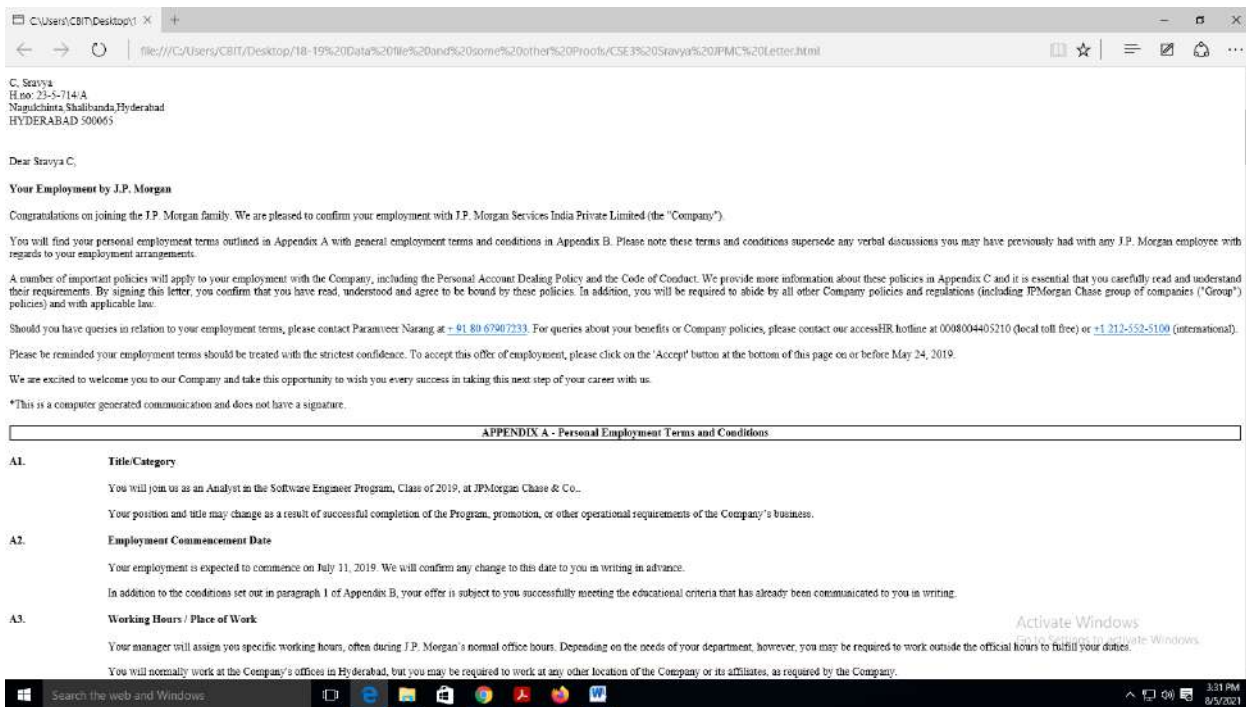
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140)160115733148

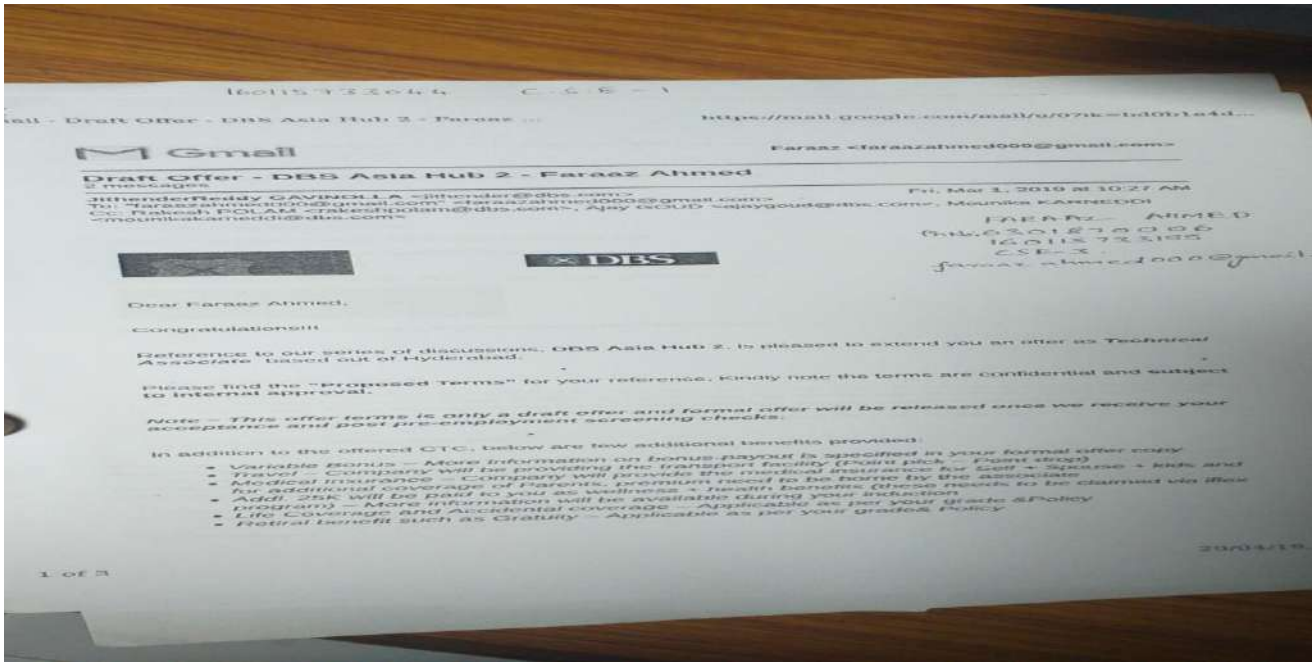
141)160115733149

143)160115733151

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147)160115733158

148) 160115733159

Madhukar
160115733159
CSE-3



CONFIDENTIAL – OFFER OF EMPLOYMENT

Madhukar Domakonda

09 June 2019

Dear Madhukar,

Accolite Software India Private Limited is pleased to extend you an offer for a full-time employment position as a Software Engineer. Your annual CTC will be INR 6,00,000/- and we would like to have you begin working with us on 10 June 2019, or on a mutually agreed upon date.

Please see the employment terms and conditions noted in this letter and the annexure for details related to your compensation structure. Once you have reviewed the letter in full, please sign each page of this letter in acceptance of the employment terms and conditions.

We very much look forward to welcoming you to Accolite.

Warm regards,

Milind Mutalik
Chief People Officer
Accolite Software India Pvt. Ltd

Signature

Accolite Software India Pvt Ltd
Floor 4, Survey Numbers: 27/1, 27/2, 27/3 and 27/4, Holiday Inn Express & Suites, Road No. 2, Nanakraoguda, Hyderabad - 500032, Email: info@accolite.com www.accolite.com CIN: U72200AP2009PTC062014

149) 160115733160

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company — one of the world's oldest, largest and best-known financial institutions.

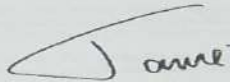
Across our businesses, we continue to deliver record results, innovative products and services for our customers, a rich set of experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities and small businesses grow around the world. It's an exciting time to join JPMorgan Chase, and now — with your skills, experience and ideas — you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. You'll be encouraged to do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing — at a time when we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top company and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.



NAME :- JELLA NIKHIL BASU
Roll NO :- 1601-15-733-160
email id :- nikhilpateljella@gmail.com
Branch :- CSE-3
Mobile No :- 8801957629.

150)160115733162

151)160115733164

153) 160115733167

1601157 33167

ORACLE



CSB

Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more [about Oracle](#) and [our product offerings](#).

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle - we look forward to your arrival.

Joyce Westerdahl
Executive Vice President of Human Resources, Oracle

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[Terms of Use](#) [Privacy Statement](#)

Integrated Cloud
Applications & Platform Services

154)160115733168

155)160115733169

156)160115733172

157)160115733173

158)160115733177

159) 160115733179

K. Vishnu Vardhan
CSE-3
160115733179



PRIVATE AND CONFIDENTIAL

July 3, 2019

Vishnu Vardhan Kyatham

H.No-3-13-2/2/A, beside padmashali function hall, kuc bypass road,

Dear Vishnu,

LETTER OF APPOINTMENT

We are pleased to offer you employment with DBS Asia Hub 2 Private Ltd ("Company"), subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with DBS ("Letter of Appointment").

Position

Your appointment will be SNROFFCR, Specialist, Application Developer (BR0006), with the corporate rank of Senior Officer in Technology and Operations of Company at India>Telangana>Hyderabad. Your role and responsibilities may from time to time extend to cover other entities within the DBS Group ("Group") which may be situated at any location where the Company has or may in future commence operation. As we continue to make our mark in Asia, we look forward to having you on board to seize the opportunities offered by a growing Asia.

TOTAL COMPENSATION

You will receive a total compensation comprising an Annual Guaranteed Cash (Basic Salary and Other Allowances), Variable Bonus and Benefits.

(a) Your commencing Annual Guaranteed Cash (Basic Salary and Other Allowances) is Rs. 668,040 - only.

Refer "Annexure A" for detailed breakup of your Annual Guaranteed Cash.

(b) Variable Bonus

You will be eligible for a Variable Bonus provided you are not serving your notice period consequent to your resignation/termination of your employment by the Company as on the payment date. The amount will be determined by the Company at its sole discretion taking into account your performance, the performance of the Company and the operating unit you are deputed to, as well as other factors that may be determined by the Company. The Company's decision in this regard will be final and binding and shall not be called in question.

The Variable Bonus may include:-

- (i) cash; and/or
- (ii) long-term incentives
- (iii) quarterly performance bonus for sales staff (Where Applicable instead of Variable Bonus)

Provided that such performance bonus shall be dependent upon your performance.

Benefits

You will enjoy a host of benefits which covers various types of leave including annual leave, medical leave and insurance. Details of these key benefits are set out in Appendix I enclosed. All schemes on staff benefits, allowances, bonuses and incentives are granted at the Company's sole discretion. The Company may review and modify these schemes from time to time and this may result in changes in or withdrawal of the schemes, upon notification by the Company.

Probation

Your probationary service period is 3 months starting from (and including) the date on which you commence your employment with the Company. Confirmation of your appointment is subject to satisfactory work performance and conduct during the probationary service period. Unless you are notified otherwise, your appointment will be confirmed automatically.

Resignation and Notice Period

On confirmation of your appointment with the Company, you will continue to be employed by us until either you or we terminate your employment by giving notice period as applicable enumerated in the table below, however, it will be at Company's discretion. We may, in lieu of notice, also terminate your employment by paying you (Subject to paragraph 12 (d) & 12 (g) in appendix 2) or such proportionate amount according to any unexpected loss of such notice.

The notice period for termination of your employment with the Company is dependent on your corporate rank as follows:

Corporate Rank	Notice Period	
	During Probation	After Probation
All DAH2 Staff	1 month	2 months
Contract Staff	1 month	

161)160115733328

162)160115733331

163)160115733332

165)160115733335

166) 160115733301

Private & Confidential

16 April 2019

Naveen Kumar Vanamala
29-784, Vinayak Nagar, Neredmet, Malkajgiri,
Secunderabad
Telangana
500056
India

Dear Naveen Kumar,

Congratulations, subsequent to the interview process we are pleased that you are considering joining **BA Continuum India Pvt. Ltd.** ("the Company") in **Hyderabad**. 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. 425,000-** (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

160115733301

CSE
V. Naveen Kumar

N. Ramyakeerthi
1505264
CSE

160115733314



HRD/3T/19-20/12669414

Ms. Ramyakeerthi Nayini
Candidate ID: 12669414
H.No : 4-18/1, Pallerla,
Athmakur[M]
Bhongir - 508111
Telangana
India
Ph: (91) 99519 37324

June 28, 2019

Dear Ramyakeerthi,
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
GIN: L86110KA1961PLC013115
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 13:42:05 +05:30
Reason: Offer Letter
Location: Bangalore

160110733317

J. Shrivani
1505265
CSE

ivy software

STRICTLY CONFIDENTIAL
LETTER OF OFFER

Date: 12 July 2019
S.No: 2713
Vacancy ID: PP105

Dear Shrivani Janagama,

With reference to your recent interview with us, we are pleased to make an offer of employment to you as a Trainee Software Engineer.

You are required to join duty on or before 17 July 2019 at our office in Hyderabad.

Your gross salary and other benefits forming part of your compensation is hereby detailed and enclosed as Annexure A & B.

On your date of joining, you shall be issued an Appointment Letter. You will also be required to sign a Non-Disclosure Agreement with us.

You will be on probation for a period of Four months. Being a career growth company there will be a performance review at the end of your probation period.

Following are the documents that must be produced/submitted on the day of joining:

1. Original offer letter with your acceptance.
2. Education Certificates.
3. Appointment letter and latest salary increment letter of your previous employment.
4. Experience Certificates and Relieving Letter from the previous employers.
5. Recent salary slip issued by your current employer.
6. Aadhar card, PAN and Copy of passport (front and back).
7. Four passport size photographs.
8. Form 16 issued by your current employer.

Your employment is liable to be terminated in the event of non-submission of documents 1, 2, 3 & 4 listed above.

In addition to the above, once you accept this offer we will consider it as a consent from you to proceed with background verification checks through our empaneled agency.

Your offer may be withdrawn either if you do not join us on the proposed date or if you do not confirm your acceptance within three working days from the date of offer.

For Ivy Software Development Services Pvt Ltd

I accept and agree:


Authorized Signatory

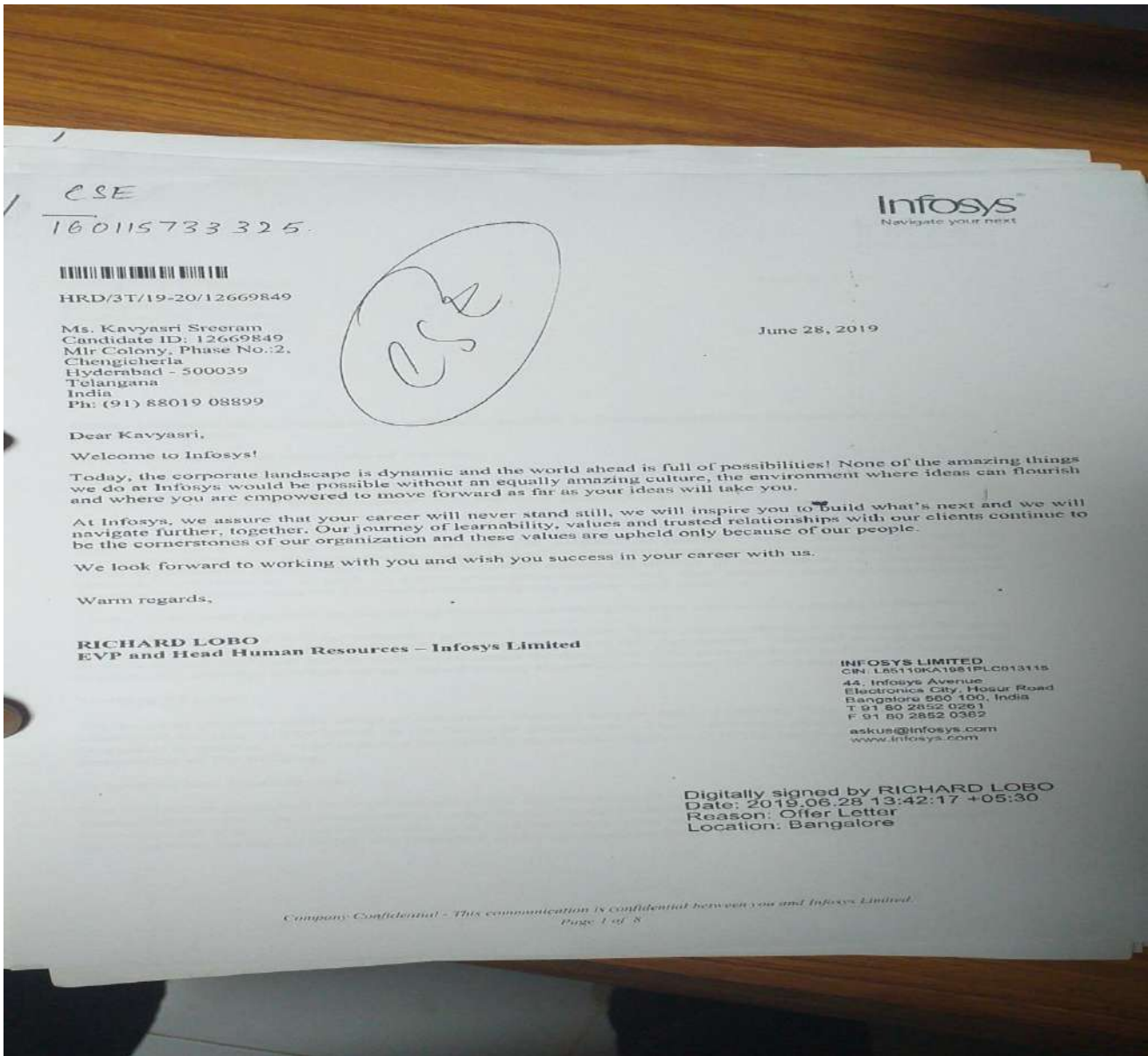
Signature

Date

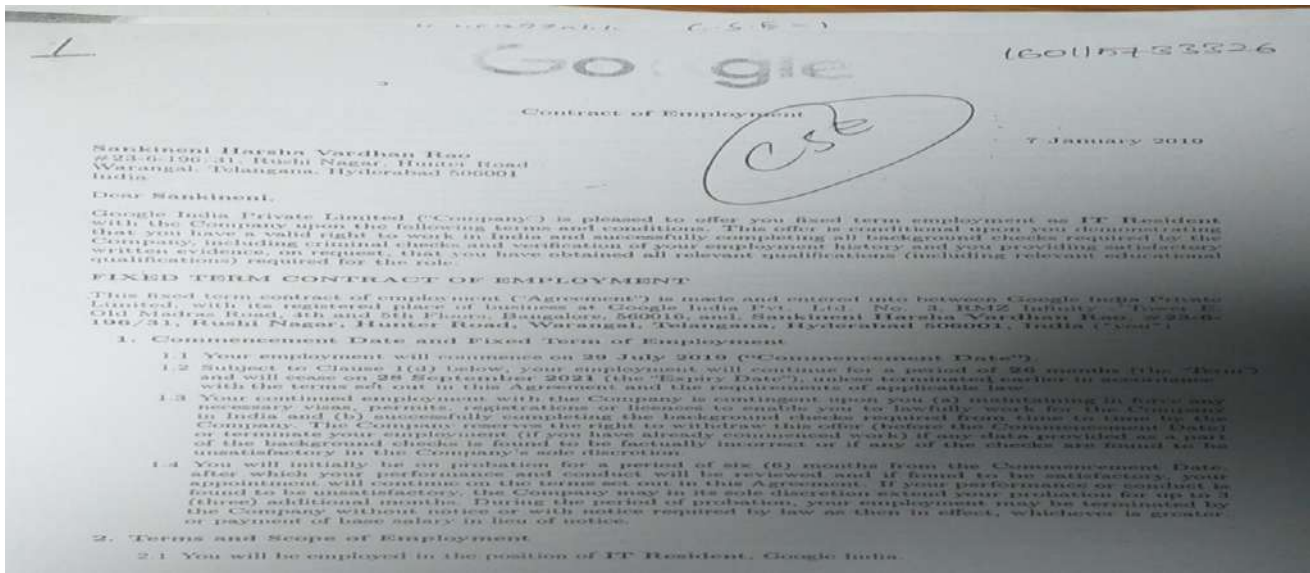
Regd. Office :
Ivy Software Development Services Private Limited
5th Floor, Divyasree Omega,
Block -B, Plot No: 13/E, Survey No 13 (Part),
Kondapur, Hyderabad - 501508, Telangana

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169) 160115733325



170) 160115733326



171) 160115733327

172) 160115733172 Madukar

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Siddharth Gupta - Offer Letter.pdf Draft Template Tier 2
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85%

May 6, 2019

Siddharth Gupta
Chairman Bharathi Institute of Technology
India

Dear **Siddharth**,

Employment Offer Letter

It is my pleasure to offer you the position of **Associate Software Engineer** within the Software Engineering Department, with Servicenow Software Development India Private Limited (the "**Company**"), on the conditions set out below.

You will be based at Parcel 3, Knowledge City, 7th Floor & 8th Floor, Plot No. Phase - 1, Survey # 83/1, Rajdurg Village, Serilingampally Mandal, Rangareddy Dist., Hyderabad - 500081, Telangana, India. Your manager and place of work may change from time to time depending on the needs of the organization and its ability to adapt to market conditions.

This letter summarizes some of the headline points but the full details of your employment are documented in the letter of appointment (the "**Employment Contract**") which is enclosed for your information. Your start date has been tentatively scheduled for June 24, 2019. This offer letter should be read in conjunction with the Employment Contract.

Your annual base salary (total fixed compensation) will be **INR 850,000** per annum, paid in monthly installments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your remuneration as shall be required by law. The detailed breakup of the Cost to Company is annexed to this Offer Letter as an Annexure.

You will be eligible to participate in the Company's Corporate Incentive Bonus Plan (the "Bonus Plan") and your annual incentive bonus target of **INR 85,000** which is **10%** of your base salary, is payable based upon Company and individual performance. Your eligibility and compensation under the Bonus Plan will be governed under the terms of the Bonus Plan and applicable Company policy, as established from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend or replace the Bonus Plan at any time. All eligible employees will be notified of such amendment.

Retention Bonus
You will be eligible to earn a one-time retention bonus in the amount of **INR 100,000** (the "Retention Bonus") subject to all applicable taxes and withholdings, provided that you join on or before **June 24, 2019** and complete two (2) years of employment with the Company. The Company will pay the Retention Bonus in two equal installments, the first installment of **INR 50,000** being an advance which is payable after 12 months of employment and the second installment of **INR 50,000** is payable after 24 months of employment. The Retention Bonus is not earned until you have completed two (2) years of employment and you understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct

Servicenow Software Development India Private Limited - Parcel 3, Knowledge City,
7th Floor & 8th Floor, Plot No. Phase - 1, Survey # 83/1, Rajdurg Village, Serilingampally Mandal,
Rangareddy Dist., Hyderabad - 500081, Telangana, India. Contact: 080-4333-1234

servicenow

"Siddharth Gupta - Offer Letter.pdf" selected (465.1 kB)

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HRD/3T/19-20/12669063

Ms. **Abhishiktha Kommarthi**
Candidate ID: 12669063
Dilsukhnagar,

June 28, 2019

Hyderabad - 500060
Telangana
India
Ph: (91) 81431 67771

Dear **Abhishiktha,**

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 13:41:46 +05:30
Reason: Offer Letter
Location: Bangalore

OFFER LETTER



UNIVERSITY OF
CANBERRA

Student ID: 3206164 | Application ID: 2426959

17 June 2019

Miss Alekhya Reddy

Letter of Offer - Unconditional Admission to the University of Canberra

Dear Miss Reddy,

I am pleased to advise you that your application to the University of Canberra has been successful. Important details about your offer and your next steps are outlined below.

MASTER OF BUSINESS INFORMATICS (309JA)			
CRICOS code:	087618B	Campus:	UC Canberra - Bruce Campus
Orientation week start date:	29 July 2019	Course start date:	5 August 2019
Course duration:	2 years	Course end date:	30 June 2021
Credit / Advanced standing:	0 credit points	Intake:	Semester 2 - Commencing 5 August 2019
Indicative study period fee:	AU\$16,550.00	Indicative total tuition fee:	AU\$66,200.00

Scholarship Offer: International Merit Scholarship

You have been identified as being eligible for the International Merit Scholarship which entitles you to 10% off your annual tuition fees for the duration of your studies in the undergraduate or Postgraduate course stated on this offer letter. The scholarship does not apply to study undertaken at the UC College.

To receive this scholarship, you must accept your offer letter within four weeks of the date of this letter and be issued with a Confirmation of Enrolment (CoE) - where applicable - by the University of Canberra. Due to the limited number of scholarships available, if this offer is not accepted within this four week period, the University of Canberra may withdraw the scholarship offer.

There are no ongoing eligibility requirements however students may not be in receipt of more than one scholarship offered by the University of Canberra and they are expected to adhere to the University of Canberra's Academic Progress policies and procedures (available at <https://www.canberra.edu.au/Policies/>). The University reserves the right to withdraw or rescind the offer of a scholarship in exceptional circumstances.

For further information please email scholarships@canberra.edu.au or visit the Scholarships page at <https://www.canberra.edu.au/future-students/scholarships-and-financial-support>

Important Notes

YOUR NEXT STEPS

STEP 1: ACCEPT YOUR OFFER

If you are a direct applicant you should accept your offer online through the UC Online Application Portal. If you applied through an agent you will need to sign this offer letter and return to your agent who will accept your offer online on your behalf whilst also providing the University with a copy of your signed acceptance.

Acceptance Deadline: Admission to the University of Canberra is competitive and places are limited. Students are encouraged to accept their offer within four (4) weeks from the date of offer and/or no later than a month before the commencement of Orientation Week. Applicants living in Australia should accept no later than the Friday prior to Orientation Week, unless otherwise stated. The University reserves the right to withdraw your offer if it is not accepted within the expected time-frame or if course quotas become filled. A list of key University dates can be found at: www.canberra.edu.au/future-students/key-dates

STEP 2: PAY THE ACCEPTANCE FEE THROUGH WESTERN UNION

Once your acceptance has been processed, you will be directed to arrange payment of your acceptance fee detailed below:

Total Course Deposit	+ AU\$16,550.00
Overseas Student Health Cover (OSHC) ¹	+ AU\$0.00
Student Services & Amenities Fee (SSAF) ²	+ AU\$227.25
Enrolment Fee (if applicable)	+ AU\$0.00
Less Scholarship Amount (if applicable)	- AU\$1655
Less Amount Previously Paid (if applicable)	- AU\$0.00
Total Acceptance Fee:	= AU\$15,122.25

Please note that the acceptance fee must be paid through Western Union, which can be accessed through the UC Online Application Portal. There are a range of payment options, including payment by debit or credit card, bank transfer, Geoswift, Alipay, and Tenpay. Further information about the payment of your acceptance fee can be found online at <http://www.canberra.edu.au/future-students/accept-your-offer/payments-through-western-union>.

1. The University's preferred OSHC provider is Allianz Global Assistance. If you need to amend your OSHC prior to accepting your offer, please contact us by return email. Alternatively, changes to your OSHC can be arranged after your acceptance has been finalised by contacting Allianz Global Assistance directly at oshcact@allianz-assistance.com.au. Please note that OSHC is only arranged for offshore applicants.

2. The SSAF is a compulsory fee paid by all students - domestic and international - at all Australian Universities. SSAF helps the University provide subsidised services to students. The SSAF quoted here is correct as of the date of this offer letter. You are required to pay the fee applicable for the year in which you commence this course. Further information on SSAF can be found at: www.canberra.edu.au/ssaf.

STEP 3: RECEIVE YOUR CONFIRMATION OF ENROLMENT

Once your payment has been confirmed we will finalise your acceptance and issue your *Confirmation of Enrolment* (CoE). Your CoE is needed to apply for a student visa.

Further to your CoE, your acceptance confirmation email will include important information about arranging accommodation, an airport pickup when you arrive, and Orientation Week activities such as obtaining your student card, getting enrolled, campus tours, and more.

STEP 4: APPLY FOR YOUR STUDENT VISA

Student visas are applied for online through the Department of Home Affairs (DoHA) website at: <http://www.homeaffairs.gov.au/trav/visa>.

Further information about student visas including costs, eligibility and how to apply can be found at: <http://www.homeaffairs.gov.au/Trav/Visa-1/500->

Scholarships

The University of Canberra has a variety of scholarships on offer to assist with the cost of living and tuition fees. For further information, please visit <http://www.canberra.edu.au/future-students/scholarships-and-financial-support> or email Scholarships@canberra.edu.au.

Defer Your Start Date or Change of Course

If you would like to change your course start date to another study period please select the "defer" option in the online application portal. If you wish to apply for a different course you can do so through the online application portal. If you have applied through an agent your agent will be able to defer your offer through the agent portal.



Mr Ken Bright, Manager, Admissions Office
Global Student Recruitment, University of Canberra

ACCEPTANCE DECLARATION

I, **Alekhya Reddy**, student ID: 3206164, wish to accept the offer from the University of Canberra (UC) to study **Master of Business Informatics** as stated in the offer letter dated 17 June 2019 and **by accepting this written agreement, I understand and accept that:**

1. The documents I have provided to support my application are true and correct. The University reserves the right to withdraw my admission or terminate my enrolment where false or misleading information has been provided.
2. The course information and indicative fees are correct as of the date of this offer letter. International tuition fees are reviewed annually and are likely to increase. I am required to pay the set annual fee applicable for the year in which I am enrolled.
3. The annual and total tuition fees I am required to pay may vary from what is presented in my offer letter and my CoE and the actual tuition fee charged each semester may differ depending on the units in which I am enrolled in each semester.
4. In the event that the University is unable to deliver the course indicated in the offer letter, I will be notified in writing. Where available, an alternative course will be offered and I will have the option to either accept or reject the new offer. If no alternative course is available or I choose not to accept the alternative course offered, the University will provide assistance with releasing me to an alternative provider. If I am not continuing my study with the University of Canberra, I will be entitled to a refund of any unspent tuition fees in accordance with the specifications under the *Education Services for Overseas Students (ESOS) Act 2000*. *The Tuition Protection Service (TPS) can assist me in finding an alternate course or obtaining a refund if a suitable alternative cannot be found.*
5. I am required to satisfy any relevant conditions of my offer before I can enrol in my course. If the conditions of my offer are not satisfied, the University may withdraw my offer and cancel my CoE if I am the holder of a CoE.
6. I am required to arrive in Australia in time to attend Orientation Week, unless otherwise approved. If I arrive after this time without approval, I may not be permitted to enrol.
7. I accept any offer of advanced standing detailed in this letter. I have reviewed my course requirements at <http://www.canberra.edu.au/future-students/courses/find-a-course> and understand that I may be required to undertake work or community placement.
8. I am required to notify the University of my contact details in Australia, including my current residential address, mobile number, email address and who to contact in emergency situations. I also understand that I am required to notify the University of any changes to these details with 7 days of the change.
9. I have read and understand the refund policy, attached to my offer letter. Student's wishing to apply for a refund should first read the *Refund Policy for International Students* included in their offer letter to ensure that they are eligible to obtain a refund. Applications for refunds can be submitted through the *International Student Tuition Fee Refund Form* available on the University of Canberra's website. Please note that refunds will be processed in accordance with Australian Government requirements and may take up to 28 days after receipt of a complete refund application form. In accordance with requirements under the Education Services for Overseas Students (ESOS) Act 2000, a refund will be paid to the student or other person specified in the offer for the purpose of receiving a refund. Where applicable, Overseas Student Health Cover (OSHC) will be refunded by the University if the student has not arrived in Australia. Students who are already in Australia will be required to obtain their refund directly from the OSHC provider.
10. I understand my rights and responsibilities pursuant to the *ESOS Act* as the holder of a student visa as explained in the information for students at <http://internationaleducation.gov.au/Regulatory-Information/Pages/Regulatoryinformation.aspx>.
11. I am required to comply with all student visa regulations imposed by the Department of Home Affairs (DoHA), including completion of the course within the duration as specified on my CoE (if applicable).
12. Any personal information provided to the University may be used by UC or disclosed to Australian Commonwealth & State agencies, including the Tuition Protection Service, pursuant to the University's obligations under the *ESOS Act* and the *National Code 2007* and in accordance with the Privacy Act 1988. Such information may include, but is not limited to, changes to enrolment and any breach of visa conditions relating to attendance or satisfactory academic performance.
13. The University may share my information with third party providers.
14. If I obtain Overseas Student Health Cover (OSHC) through the University, my information will be forwarded to *Allianz Global Assistance* and I agree to enter into and be subject to the terms and conditions of the Allianz Global Assistance OSHC policy available at <https://allianzassistancehealth.com.au/en/>.
15. I will be subject to the *University of Canberra Act 1989* and to the Statutes and Rules of the University.
16. I authorise the University to check the details of my migration status (study and/or work entitlements) with the Department of Home Affairs (DoHA).
17. If I am the holder of a student visa, I am a Genuine Temporary Entrant (GTE) and Genuine Student (GS) for the purpose of studying in Australia as required by the Department of Home Affairs (DoHA).
18. The University reserves the right to withdraw this offer of study where the student does not meet the University's Genuine Temporary Entrant (GTE) requirements.
19. If I am a sponsored student, I cannot change my course without receiving prior written approval from my sponsorship provider. I agree to release my information to my sponsorship provider relating to my studies, including enrolment details, academic progress, fees and contact details.
20. If I am the holder of a student visa, I am not eligible without the University's approval to transfer to another registered provider until I have completed six months of my principal course of study or the University has issued a release letter.
21. If I am under 18 years of age during any of my study and I am the holder of a student visa, I must maintain my approved accommodation, support and welfare arrangements until the time I turn 18.
22. This agreement, and the protections provided by the University's complaints and appeals processes, does not remove the right of the student to take action under Australian Consumer Law.
23. I am responsible for keeping a copy of this Offer Letter and receipts for any tuition or non-tuition payments that I make to the University.
24. The fees detailed in my offer are the minimum requirement to accept the offer. I may choose to pay more than the required

amount before commencing my course, however, it is not a requirement of the University of Canberra.

25. I have sufficient funds to cover all costs associated with my study for myself and any dependents for the total duration of my time in Australia.
26. In the event that I do not have enough funds to cover the costs of my study, the University reserves the right to cancel my enrolment, and where applicable, cancel my CoE and report the cancellation to the Department of Home Affairs (DoHA).
27. I may be subject to other fees, charges and conditions not stated in my offer letter for each semester in which I enrol. The following non-tuition fees may apply as follows:

Fee Description	Fee Amount
Late enrolment fee where unit enrolment is finalised after Week 1	\$60
Late payment fee where fees are not finalised by the due date	\$120
Late payment fee where payment plan instalments are not finalised by the due date	\$120
Course re-instatement fee where course reinstatement is approved after discontinuation for non-enrolment or non-payment of fees	\$200

The University, its agents, employees and contractors will not be liable to a student for any loss or damage arising directly or indirectly from that student's failure to make the checks specified above.

Applicant's signature: _____

Date: _____

If under 18 years of age:

Parent/guardian's signature: _____

Date: _____

Acceptance Declaration of Alekhya Reddy (Student ID: 3206164) to study Master of Business Informatics as stated in the offer letter dated 17 June 2019.

University of Canberra
Australian Government Higher Education Registered
Provider Number: University of Canberra
CRICOS: 00212K
www.canberra.edu.au

UNIVERSITY OF CANBERRA
REFUND POLICY FOR INTERNATIONAL STUDENTS
(Sections 29 - 42 of the University's *International Student Fee Policy*)

Fee Refunds

29. Both commencing and continuing international students are entitled to receive a full or partial refund of their fees under certain conditions.

Tuition Fees

30. The nominated prepayment amount for students accepting packaged offers to the University through Streamlined Visa Processing (SVP) partners is not refundable, except in accordance with clause 7 of this section.
31. For all other cases when a student, after accepting an offer of a place, decides to withdraw from the course:
 - a. prior to the first day of the teaching period - the tuition fee will be refunded less an administrative charge of 10%
 - b. after the first day of the teaching period and before census date - the tuition fee will be refunded less an administrative charge of 50%
 - c. after census date – no refund of tuition fees
32. The retention of an administrative charge is in recognition of the costs associated with the processing the admission and enrolment of international students.
33. When the University withdraws the offer of a place normally 100% of the tuition fee will be refunded, except in circumstances where the offer is withdrawn because the information or documentation provided by the student is fraudulent or incorrect, in which case the University reserves the right to retain the full amount of the tuition fee and any overseas representative's fee payable by the University.
34. When the University is unable to provide the course offered to the student, the total amount paid in tuition fees will be refunded.
35. When the University does not allow the student to continue their course because of poor academic progress, 100% of the tuition fee will be refunded for any teaching period paid in advance other than the teaching period in which the suspension took place.
36. Fees paid may be fully refundable where the student has been required to withdraw under exceptional circumstances.
37. Applications claiming a refund must be made in writing and sent together with complete documentation to the Director Student Connect before the end of the teaching period for which the refund is being claimed. Claims made beyond this time will be considered only in exceptional circumstances.
38. The above refund arrangements do not remove the right of students to take further action under Australia's consumer protection laws.

Overseas Student Health Cover (OSHC) payment

39. OSHC will be refunded if the student's payment has not already been sent by the University to the preferred supplier. Otherwise the student will be responsible for applying directly to the preferred supplier for the refund.

Student Services and Amenities Fee (SSAF)

40. Students who have paid the SSAF and decide to withdraw from their course before the census date will be entitled to a full refund of the SSAF. There will be no refund of the SSAF for students who withdraw after the census date.

Payment of Refunds

41. Refunds will normally be paid within four weeks from the date of receipt of a written request for a refund from the student. In the event that the University of Canberra is unable to provide a course of study, refunds will normally be paid within two weeks.
42. Refunds will be paid only in Australian Dollars. Refunds are normally made in the form of a bank draft or Electronic Funds Transfer (EFT) direct to the student, or to the person or sponsoring body paying fees on the student's behalf. Refunds will be paid only following full payment of any outstanding debts owed to the University, such as library fines, late fees or student loans.



International Student Fee Policy

Authority Source: Vice-Chancellor

Approval Date: 27/04/2017

Publication Date: 22/03/2005

Review Date: 27/04/2020

Effective Date: 27/04/2017

Custodian: Director, Student Administration

Contact: Director.SA@canberra.edu.au

Accessibility: Public

Status: Published

In developing this policy the University had regard to the provisions of section 40B(1)(b) of the Human Rights Act 2004 (ACT).

PURPOSE:

1. This policy sets out the University of Canberra's requirements for charging, collecting and refunding international student fees.

SCOPE:

1. This policy applies to all international students undertaking a University of Canberra program of study in Australia. This includes students enrolled in a University of Canberra award program through the University of Canberra College. An international student is a student who:
 - is not an Australian citizen
 - does not hold a permanent resident visa
 - does not hold a permanent Australian humanitarian visa
 - is not a New Zealand citizen

Provisions relating to fees for University of Canberra students studying in their own countries are not part of this policy, although a number of principles underlying the present policy may also be applicable to those students.

This policy does not apply to students studying in the University of Canberra English Language Institute (UCELI). The policy covering these students is available at www.canberra.edu.au/uceli/policies.

PRINCIPLE:

International Student Fees Overview

1. International student fees are made up of:
 - Tuition fees;
 - Overseas Student Health Cover (OSHC);

- Student Services and Amenities Fee (SSAF); and
- Incidental fees for payment plans and late payment charges (where applicable).

Tuition fees

2. Tuition fees cover the cost of providing:
 - the course of study
 - access to the University Library, computer laboratories and other campus facilities and services
 - airport reception and orientation.

3. The tuition fee for each course is set according to both the level of study (undergraduate, postgraduate coursework or research) and the broad field of study. Fees are reviewed annually and published in the *International Student Tuition Fee Rates*. The Tuition Fee Rates show the indicative tuition fee for the selected course of study per annum.

The length of time for course completion is registered for each course on the *Commonwealth Register of Institutions and Courses for Overseas Students* (CRICOS).

4. Should a student decide to change their course, they will receive a new offer. The fee for the new course will be in line with the annual fee published for the year they commence the new course.

5. The actual tuition fee charged each teaching period may vary depending on the number and weighting of study units in which a student is enrolled in each teaching period.

Visa requirement

6. The Australian Government requires international students to complete their course within the expected duration as specified on the student's Confirmation of Enrolment (CoE). Full time study in the University of Canberra equates to 24 credit points per year. Tuition fees are calculated on the basis of a full time load.

Overseas Student Health Cover (OSHC) payment

7. The Australian Government requires that all international students on international student visas be covered by medical insurance (OSHC) for the duration of their stay in Australia. OSHC can be paid for the full length of the course together with the relevant tuition fee when students accept their place in the course. Students may authorise the University to arrange OSHC on their behalf by providing payment of the OSHC cost stated in their offer letter. The student's OSHC will then be scheduled with the University's preferred OSHC provider. It is the student's responsibility to maintain valid OSHC while in Australia.

Student Services and Amenities Fee (SSAF)

8. The University provides a number of student support services, including the provision of food services, sports and recreation, counseling, legal, health, advice on housing and employment, as well as independent student representation structures.

9. International students studying onshore will be required to pay the SSAF during each year of enrolment. The fee is calculated annually and published on the University of Canberra website at <http://www.canberra.edu.au/student-services/fees/ssaf>.

Payment of Fees

Payment options

10. Students are required to make fee payments for each teaching period of study as follows:

Commencing students

11. Commencing students must pay, at the time of accepting their offer, the required fee as stated in their offer letter. If the offer is conditional upon meeting certain entry conditions, for example a specific English language score, the student can still accept their offer, and the University will still accept fee payments. If the student is unable to meet the conditions of their offer and elects to withdraw prior to the census date, they are eligible for a full refund. However, if a student continues in their course beyond the census date, they are not eligible for a refund if they do not meet the conditions of their offer.

12. Indicative tuition fees for the current year are provided to the student at the time of their offer. International fees are reviewed annually and if the student commences in the following year, the student will be required to pay the set fee applicable for that course in the year in which the student commences.

Continuing students

13. Continuing students must pay the required fee by the census date for each teaching period. Students are able to download their statement of account via the MyUC student portal prior to the start of each teaching period. The invoice will indicate the payment date or dates by which payment must be made. The amount may vary for each teaching period according to any changes in the load of the units.

14. All fee payments must be made in Australian Dollars.

Late enrolment fees

15. If students do not complete their enrolment or re-enrolment by the specified date, a late enrolment fee may be charged.

Difficulties with payment

16. In exceptional circumstances, special payment arrangements may be made for students experiencing difficulties with payment. These arrangements will take account of students' financial and other circumstances. Written requests for special payment arrangements together with relevant documentation will be considered by the Director Student Administration or nominee.

17. Extension of payment will be advised in writing and will not be granted automatically. International students who are granted a payment plan will be charged an initial fee for the administration of the plan. Any payments not met by the agreed dates may also incur a late payment charge.

Non-payment of fees

18. Failure to pay fees by the due date will result in the cancellation of a student's enrolment.

19. A student whose enrolment is cancelled will retain their fee liability and will not be permitted to re-enrol in a subsequent teaching period until such time as the debt is paid in full or agreement has been reached between the student and the Director Student Administration about the arrangements for repayment.

20. Once any outstanding fees are paid, a student whose enrolment has been cancelled may apply for reinstatement in his/her course. A reinstatement fee may apply.

21. The University is required to advise the Department of Immigration and Citizenship (DIAC) of students on a student visa whose enrolment has been cancelled. This may affect the student's entitlement to stay in Australia.

Schedule of Fees and Charges

22. The schedule of fees and charges for all courses, including late fees, SSAF fees and other administrative charges can be found at <http://www.canberra.edu.au/student-services/fees>.

FEE VARIATIONS

23. If a student changes course after paying the fee for the teaching period concerned, there may be a variation to the student's fee liability. Any additional fees owed will be included in the student's subsequent invoice and must be paid by the date indicated on the invoice. Alternatively, any amount owed to the student will be credited towards the student's next fee payment or may be refunded to the student upon request. For example:

A student commences in a Bachelor of Arts in 2010 at a rate of \$15,435.00 per annum. In 2011 the student changes course to a Bachelor of Advertising in Marketing Communication at a rate of \$17,290. The student will now be charged the 2011 rate of \$17,290 to reflect the change of course.

Repeated units

24. Students who are required to repeat a unit will be charged the fee applying to the unit in accordance with the following:

- If the repeat enrolment is within the normal duration of the original course, the original fee for the unit will apply.
- If the repeat enrolment is outside the normal duration of the original course, the fee applying for the year in which repeat enrolment occurs will apply.

Research degree students

25. Research students who have not completed all requirements by the research census date of the relevant teaching period will be required to enrol and pay the teaching period fee by the due date.

PERMANENT RESIDENCY STATUS

26. An international student in the process of applying for permanent residency status is still an international student and must pay all required fees by the due date.

27. If a student obtains permanent residency prior to census date, then the student may apply and be considered for admission as a domestic student. Australian Government controls on the number of Commonwealth Supported Places for domestic sub-bachelor and postgraduate students may mean that a suitable place in the same course may not be available, in which case the Australian domestic student fee rate will apply.

28. If a student is granted Australian permanent residency and makes a written application for a refund before the first day of the teaching period then a full refund of tuition fees will be paid. If a student is granted Australian permanent residency after the census date the student will remain liable for payment of the relevant international student fee for that teaching period.

FEE REFUNDS

29. Both commencing and continuing international students are entitled to receive a full or partial refund of their fees under certain conditions.

Tuition Fees

30. The nominated prepayment amount for students accepting packaged offers to the University through Streamlined Visa Processing (SVP) partners is not refundable, except in accordance with clause 7 of this section.

31. For all other cases when a student, after accepting an offer of a place, decides to withdraw from the course:

- a. prior to the first day of the teaching period - the tuition fee will be refunded less an administrative charge of 10%

- b. after the first day of the teaching period and before census date - the tuition fee will be refunded less an administrative charge of 50%
 - c. after census date – no refund of tuition fees
32. The retention of an administrative charge is in recognition of the costs associated with the processing the admission and enrolment of international students.
33. When the University withdraws the offer of a place normally 100% of the tuition fee will be refunded, except in circumstances where the offer is withdrawn because the information or documentation provided by the student is fraudulent or incorrect, in which case the University reserves the right to retain the full amount of the tuition fee and any overseas representative's fee payable by the University.
34. When the University is unable to provide the course offered to the student, the total amount paid in tuition fees will be refunded.
35. When the University does not allow the student to continue their course because of poor academic progress, 100% of the tuition fee will be refunded for any teaching period paid in advance other than the teaching period in which the suspension took place.
36. Fees paid may be fully refundable where the student has been required to withdraw under exceptional circumstances.
37. Applications claiming a refund must be made in writing and sent together with complete documentation to the Director Student Administration before the end of the teaching period for which the refund is being claimed. Claims made beyond this time will be considered only in exceptional circumstances.
38. The above refund arrangements do not remove the right of students to take further action under Australia's consumer protection laws.

Overseas Student Health Cover (OSHC) payment

39. OSHC will be refunded if the student's payment has not already been sent by the University to the preferred supplier. Otherwise the student will be responsible for applying directly to the preferred supplier for the refund.

Student Services and Amenities Fee (SSAF)

40. Students who have paid the SSAF and decide to withdraw from their course before the census date will be entitled to a full refund of the SSAF. There will be no refund of the SSAF for students who withdraw after the census date.

Payment of Refunds

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42. Refunds will be paid only in Australian Dollars. Refunds are normally made in the form of a bank draft or Electronic Funds Transfer (EFT) direct to the student, or to the person or sponsoring body paying fees on the student's behalf. Refunds will be paid only following full payment of any outstanding debts owed to the University, such as library fines, late fees or student loans.

APPEALS

43. An international student who is concerned about the administration or application of this policy may appeal against the decision using the [Student Grievance Resolution Policy](#)

44. Under the *Education Services for Overseas Students (ESOS) Act 2000*, an international student has the right to take further action under Australia's consumer protection laws and other legal remedies if they are not satisfied with the implementation of this policy.

RESPONSIBILITIES:

Responsibilities for implementing this policy are as follows.

- Policy owner: Deputy Vice-Chancellor & Vice-President Students and Partnerships
- Policy custodian: Director Student Administration
- Policy contact: Manager, Enrolments and Fees

LEGISLATION:

This policy is governed by University legislation including the *Fees Statute 1995* and the *University of Canberra Fees Rules 2010*.

SUPPORTING INFORMATION:

Documents related to this policy are:

- *University of Canberra International Student Tuition Fee Rates*
- *University of Canberra Student Guide to Policies*
- *Education Services for Overseas Students Act 2000*
- *Higher Education Support Act 2003*
- *Higher Education Legislation Amendment (Student Services and Amenities) Bill 2010*

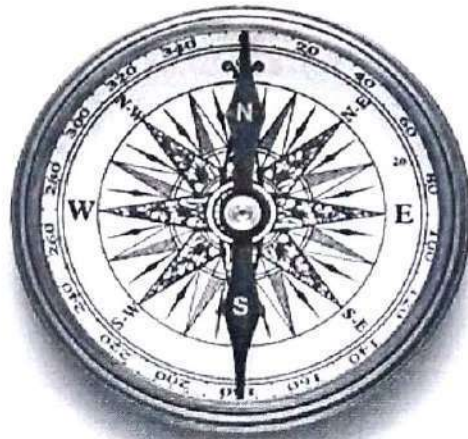
DEFINITIONS:

Terms	Definitions
Census Date	The last day to withdraw from a unit without academic and/or financial penalty. For semesters 1 and 2, the census date is normally the Friday of week 4 of semester and for Winter term it is normally the Friday of week 3.

Bytha Anjana

16013537003

2018-19 p.out



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

Cognizant

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2018-19 p.out

(2)

04-Dec-2018

Dear **Anjani Durtsety**,
B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485455

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 Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

18-Apr-2019

16015737005

2018-19,

(e)

Aparna Gaddam

9-59Iaxmipoorjagtiyalkarimnagartelangana
7995229295

Dear **Aparna,**

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: a25526c9-1e1b-41f2-94fe-4f32a5cdc84e_1
Signed By: Mohan Sekhar

May 6, 2019

Apoorva Ventrapragada

Chaitanya Bharathi Institute of Technology
India

Dear **Apoorva**,

Employment Offer Letter

It is my pleasure to offer you the position of **Associate Software Engineer** within the Software Engineering Department, with ServiceNow Software Development India Private Limited (the "**Company**"), on the conditions set out below.

You will be based at Parcel 3, Knowledge City, 7th Floor & 8th Floor, Plot #2, Phase - 1, Survey # 83/1, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India. Your manager and place of work may change from time to time depending on the needs of the organization and its ability to adapt to market conditions.

This letter summarises some of the headline points but the full details of your employment are documented in the letter of appointment (the "**Employment Contract**") which is enclosed for your information. Your start date has been tentatively scheduled for June 24, **2019**. This offer letter should be read in conjunction with the Employment Contract.

Your annual base salary (total fixed compensation) will be **INR 850,000** per annum, paid in monthly instalments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your remuneration as shall be required by law. The detailed breakup of the Cost to Company is annexed to this Offer Letter as an Annexure.

You will be eligible to participate in the Company's Corporate Incentive Bonus Plan (the "Bonus Plan") and your annual incentive bonus target of **INR 85,000** which is **10%** of your base salary, is payable based upon Company and individual performance. Your eligibility and compensation under the Bonus Plan will be governed under the terms of the Bonus Plan and applicable Company policy, as established from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend or replace the Bonus Plan at any time. All eligible employees will be notified of such amendment.

Retention Bonus:

You will be eligible to earn a one-time retention bonus in the amount of **INR 100,000** (the "Retention Bonus") subject to all applicable taxes and withholdings, provided that you join on or before **June 24, 2019** and complete two (2) years of employment with the Company. The Company will pay the Retention Bonus in two equal instalments, the first instalment of **INR 50,000** being an advance which is payable after 12 months of employment and the second instalment of **INR 50,000** is payable after 24 months of employment. The Retention Bonus is not earned until you have completed two (2) years of employment and you understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct

prior to the completion of two (2) years of employment, you will be required to reimburse the Company the total gross amount of the Retention Bonus which has been paid to you (and any amount yet to be paid shall not be payable to you). In the event that the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted. You further agree to execute any documents and/or agreements necessary at the time the reimbursement is triggered to authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted.

You shall be on a probationary period for the first 6 (six) months of employment and during this time your termination notice shall be two (2) weeks on either side. During the probationary period, the Company may terminate your services by paying you two (2) weeks' salary in lieu of notice. Thereafter, your notice period shall increase to one (1) month. After the probationary period, the Company may terminate your services by paying you one (1) month's salary in lieu of notice.

You will be eligible for the following benefits over and above the annual base salary (total fixed compensation), detailed breakup of the benefits is mentioned in the Annexure:

- To participate in the Company's employee benefits programme, which covers all employee benefits mandatory under various legislations in India including medical insurance cover and life & disability insurance cover, provident fund, gratuity, maternity benefits (only for female employees), etc. You shall be provided with full details, shortly after joining.
- As part of the benefits scheme, the Company will contribute to the Employee Provident Fund Scheme and will also provide all the necessary benefits, including Gratuity as per the prevailing legislation.
- Benefits, if any, which have not been mentioned specifically herein, will be communicated to you periodically by the Company;
- Provision of a company laptop.
- 15 days annual holiday per year. In addition you will be entitled to paid time off work during the recognised public holidays. Your holiday will accrue rateably from your date of hire. Any time off requires approval by your manager. The maximum period of vacation that may be taken at one time is 2 weeks.

This offer is conditional on the following:

- A copy of your picture page in your passport and the page with the permanent address;
- A copy of the Permanent Account Number (PAN) Card, issued by the Income Tax Authorities in India;
- A copy of all the testimonials and certificates;
- Copy of last pay slip, relieving letter / acceptance of resignation from your current employer;
- You will provide a copy of Form 16 to the Company as soon as you receive the same from your previous employer. The onus of providing Form 16 will rest upon you and not on the Company;
- You have disclosed details of post-termination restrictive covenants from previous employer which may affect your ability to either accept the offer of employment or perform the role that you have been offered with the Company.
- You signing and returning to us, a copy of this offer letter together with the Employment Contract before you begin your employment with the Company.
- The Company receiving two references from former employers (one of which must be from your current employer) which it considers satisfactory.

- You complete and pass a standard background check, via a third party background checking agency, which will be provided with your CV and contact details, on acceptance of this offer.

This offer may be withdrawn, if any, of the above conditions are not satisfied.


By accepting this offer, you confirm that you are able to accept this job and carry out the work that it would involve without breaching any legal restrictions on your activities. Once you begin your employment with the Company, you agree to adhere to all its policies, procedures, guidelines and work instructions.

I very much hope that you will accept this offer of employment. If you wish to do so, please sign copies of this letter and the enclosed contract of employment and return to Sai Ram Neelam by email at sairam.neelam@servicenow.com. This offer is open for you to accept until **May 10, 2019**, at which time it will be deemed to be withdrawn.

We greatly look forward to you joining the ServiceNow team and feel confident you can look forward to a rewarding career with the Company!

Yours sincerely,

For ServiceNow Software Development India Pvt. Ltd

DocuSigned by:


58B093D3759B48C...
Shafeeq Ahmed
Senior Manager, HRBP

I, **Apoorva Ventrapragada**, accept this position as offered and agree to all the terms and conditions described herein.

Signature

Date:

ANNEXURE

Detailed Break Up of the Annual Cost to Company **Apoorva Ventrapragada**

Components	Amount INR (Per Annum)
A. Basic salary	340,000
B. Flexible Benefit Plan (FBP) *	510,000
C. Annual Base Salary (A+ B)	850,000
D. Annual Target Bonus	85,000
E. Company's contribution to PF **	40,800
F. Company's contribution to Gratuity ***	16,354
Total Cost to Company (C +D+ E+ F)	992,154

* The components of the Flexible Benefit Plan and Additional Benefits are set out in Appendix I below.

** In accordance with the Provident Funds and Miscellaneous Provisions Act, 1952 ("EPF Act")

*** In accordance with the Payment of Gratuity Act, 1972

For International Worker Only****

As per the EPF Act, membership to the Provident Fund is mandatory for all International Workers. Exclusion from the EPF Act, if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes your contribution to the Provident Fund, appropriate deductions will be made from your monthly salary for Provident Fund contributions as per applicable laws/regulation in existence, as may be amended from time to time. Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to approvals from the authorities and prevailing laws, as may be amended from time to time. Any person desirous of such withdrawal will need to comply with applicable law and procedures laid down by the authorities.

****As defined by applicable law from time to time.

Appendix I

Flexible Benefit Plan	Component	Guideline
	House Rent Allowance (HRA)	Maximum allocation of up to 40% of basic pay
	Leave Travel Assistance (LTA)	Maximum allocation of up to 15% of basic pay as reimbursement of any costs (excluding food and stay) incurred during travel within India for a maximum of two trips in a period of four years
	Fuel and Car Maintenance Allowance	Maximum allocation of up to INR 1,800 (below 1600cc) and INR 2,400 (above 1600cc) as a reimbursement towards fuel expenses of your personal vehicle for business use only
	Driver Allowance	Maximum allocation of up to INR 900 per month, as a reimbursement for any driver hired while using your personal vehicle for business use
	Professional Pursuit Allowance	Maximum allocation of up to INR 1,500 per month to be paid towards Professional training and development
	Internet Allowance	Maximum allocation of up to a INR 1,500 per month towards your Internet expenses

Additional Benefits	Component	Description
	Group Medical Insurance	Group Medical Coverage of INR 500,000 for family. (Family includes Self + Spouse + Children+2 Dependent Parents or 2 Dependent-in-Laws) Policy Includes Out Patient treatment limit of INR 15,000 per family per annum. All dental and vision procedures are covered
	Top Up Insurance	Top Up Insurance benefit can be availed over and above the Group Medical Policy for variant sum insured of INR 3 Lakhs, INR 5 Lakhs, INR 7 Lakhs, INR 10 Lakhs (Premium to be borne by employee)
	Annual Health Check*	Free Annual Health Check
	Personal Accident Insurance*	Sum Insured is 3 X Annual Base Salary
	Term Life Insurance*	Sum Insured is 3 X Annual Base Salary
	National Pension Scheme	National Pension Scheme can be availed as per the law and company policy
Voluntary Provident Fund	Voluntary Provident Fund can be availed as per the law and company policy	

*For employee only

May 6, 2019

Apoorva Ventrapragada
Chaitanya Bharathi Institute of Technology
India

Dear **Apoorva**,

Letter of Appointment

We, ServiceNow Software Development India Private Limited bearing Corporate Identification Number (CIN) U72900TG2014FTC092163 (the "**Company**"), are pleased to offer you employment as **Associate Software Engineer** with the Company upon the following terms and conditions (the "**Agreement**"). This Agreement together with our offer letter dated **May 6, 2019** (the "**Offer Letter**") constitutes the terms of your employment. In the event of any conflict with the Offer Letter this Agreement shall prevail.

1. Appointment

- 1.1 This Agreement will commence with effect from **June 10, 2019** and shall continue to be in effect unless otherwise terminated in accordance with the terms and conditions herein.
- 1.2 The Company shall have the right, at its sole discretion, to assign you to other tasks, to change the location of the place of work and to modify your reporting and organizational structure as may be reasonably necessary to respond to changing business needs. You will perform all acts, duties and obligations, and will comply with such orders as may be assigned by the Company which are reasonably consistent with your position. The Company may, from time to time, require you to perform duties normally undertaken by other employees or contractors, including different or additional duties, but not duties which you cannot reasonably perform.
- 1.3 The Company may require you (as part of your duties) to perform duties or services not only for Company but also for any Group Company on the instructions of the Company, where such duties or services are of a similar status to or consistent with your position with the Company. The Company may at its sole discretion assign your employment to any Group Company on the same terms and conditions as set out, or referred to, in this Agreement.
- 1.4 "Group Companies" in this Agreement means the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and "Group Company" means any of them.

2. Status of Employment

You will be required to serve a probationary period of six (6) months, during which your employment with the Company may be terminated by either party giving to the other two (2) weeks' written notice or by the Company by paying base salary in lieu thereof at its discretion, subject to the relevant provisions of Clause 13.2. The probationary period may be reduced or extended at the discretion of the Company. If the probationary period is extended beyond 6 months, either party may terminate your employment by giving the other party one (1) month's notice in writing or by the Company by paying base salary in lieu thereof, at its discretion, subject to the relevant provisions of Clause 13.2.

3. Salary

- 3.1 You will be paid an Annual Base Salary of **INR 850,000** per annum, payable monthly in arrears (or such other amounts as may from time to time be agreed in writing) by crediting your bank account on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The detailed breakup of the Annual Base Salary (Total Fixed Compensation) and the benefits which are over and above the Annual Base Salary (Total Fixed Compensation) is given in our offer letter dated **May 6, 2019** (the "**Offer Letter**"). Your Annual base Salary shall be subject to an annual review in accordance with Company policy, at the sole discretion of the Company. There shall be no entitlement to payment in respect of overtime.
- 3.2 You will be eligible to participate in the Company's Corporate Incentive Bonus Plan (the "Bonus Plan") and your annual incentive bonus target of **INR 85,000** which is **10%** of your base salary, is payable based upon Company and individual performance. Your eligibility and compensation under this Bonus Plan will be governed under the terms of the Bonus Plan and applicable Company policy, as established from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend or replace the Bonus Plan at any time. All eligible employees will be notified of such amendment.
- 3.3 The Company shall have the right to deduct from your remuneration any inadvertent overpayment of salary or other relevant payments under this Agreement. You will be responsible and liable for payment of all income and related taxes on your salary, fees and any other payment received by you under this agreement and/or during your employment with the Company.

4. Hours of Work

Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 9.00 a.m. to 6.00 p.m. (subject to a lunch break of one hour), Monday to Friday in each week. The Company's basic work hours are forty (40) hours per week.

5. Annual Leave

- 5.1 You shall be entitled to fifteen (15) days period of paid leave (in addition to the gazetted public holidays or holidays declared by the Company) for your service for a period of two hundred and forty days or more during a continuous period of twelve months in the Company in the subsequent period of twelve months, to be taken at a time or times convenient to, and as may be approved by the Company. The said leave with wages can be accumulated up to a maximum period of sixty (60) days.
- 5.2 Effective on the date herein and until termination of your employment, you will be treated as having accrued annual leave on a pro rata basis for each complete month of service in such calendar year, calculated by reference to the date herein or last date at work (as applicable). For the purpose of encashment of accumulated annual leave at the time of termination of your employment, you shall be eligible for only a maximum of eight (8) days per annum and

accordingly if you have an accumulated annual leave of sixty days at the time of termination of your employment, you will be eligible for only a maximum of thirty two (32) days. If you have exceeded your accrued annual leave entitlement, this excess will be deducted from any sums due to you. If you have accrued annual leave in excess of the eligible encashment at the time of termination of your employment, you will be eligible to take the outstanding annual leave during the notice period. Accrued annual leave pay will be calculated at the rate of 1/260 of annual pay per day.

- 5.3 You must obtain the Company's prior written approval and submit the required forms for any holiday prior to booking such holiday dates. All time off must be approved in advance by your manager. The maximum amount of holiday that may be taken at any one time is two (2) weeks. In the event of a long term sickness absence during which you are absent from work for a complete holiday year, you will be deemed to have taken your annual leave on the first fifteen (15) working days of that year.

6. Sick and Casual Leave

- 6.1 In the event of absence for the reason of illness or accident, you shall immediately notify the Company by telephone and a medical certificate from a registered medical practitioner or from a government hospital or clinic or medical specialists to whom you are referred by a registered medical practitioner, certifying your physical condition shall be delivered to the Company. You must also keep the Company informed about your anticipated date of return to work.
- 6.2 You shall be entitled for a maximum of twelve (12) days paid sick leave during the first twelve months of continues service and during every subsequent twelve months of service in addition to the eligible annual paid leave. You will however have to comply by producing a medical certificate as mentioned in 6.1 above for availing of the sick leave.
- 6.3 You shall also be entitled for a maximum of twelve (12) days paid casual leave on any reasonable grounds during the first twelve months of continues service and during every subsequent twelve months of service in addition to the eligible annual paid leave.
- 6.4 Your employment with the Company is contingent on your ability to perform the essential functions of your job.
- 6.5 Unavailed sick leave will not be counted as part of the prescribed notice period and cannot be carried forward or encashed.

7. Maternity and Paternity Leave

- 7.1 MATERNITY LEAVE: Subject to compliance with the prevailing statutory requirements under the Maternity Benefit Act, 1961 and the amendments thereof, female employees who have worked with the Company for a period of at least eighty (80) days in the twelve (12) months immediately preceding the date of her expected delivery are eligible for a maximum of twenty six (26) weeks of paid maternity leave of which not more than eight (8) weeks shall precede the date of their expected delivery. However, the maximum period of maternity benefit to which a female employee having two or more surviving children is entitled shall be twelve (12) weeks of which not more than six (6) weeks shall precede the date of her expected delivery.

Further, a female employee who is a commissioning mother (a biological mother who uses

her egg to create an embryo implanted in any other woman) or an adopting mother who had adopted a child who is not more than three (3) months old, shall be entitled to maternity leave for a period up to twelve (12) weeks from the date on which the child is handed over to the adopting mother or the commissioning mother.

- 7.2 PATERNITY LEAVE: Male employees are eligible for a maximum of 12 weeks of ServiceNow's Paid Parental Leave Program and the said paternity leave shall be taken within one (1) year from the date of birth of the child and can be taken into instalments. Each instalment has to be at least 1 week.

The Employees cannot avail any unused maternity or paternity leave if the time limit for availing the same has been expired and the Company shall not be liable in any manner whatsoever if the concerned employee fails to avail his/her maternity or paternity leave within the prescribed time limit. Further, upon resignation or termination of employment by the employee or employer, the unused maternity or paternity leave will not be counted as part of the prescribed notice period and the same cannot be encashed.

8. Staff Review

Company may provide inputs from time to time.

9. Expenses

- 9.1 The Company shall reimburse you in respect of such expenses as may be incurred by you while engaged in the business of the Company as the Company shall consider reasonable (at its absolute discretion), upon the provision to the Company of proper receipts or other evidence of such expenditure, and all such reimbursements are in accordance with the rules and procedures established by the Company from time to time.

The Company shall reimburse all reasonable travel, hotel and other expenses wholly and exclusively incurred by you in the performance of your duties in accordance with the Company's prevailing travel expense policy subject always to your obligation to furnish receipts, invoices and such other documentary evidence of expenditure.

- 9.2 The Company shall be entitled at any time during your employment, or in the event of termination of employment, to deduct from your compensation or expenses; (i), any monies due from you to the Company including but not limited to any outstanding loans, advances, the cost of repairing any damage or loss to the Company's property caused by you (and of recovering the same), and any sums due from you under this Agreement, and by executing this Agreement, you consent to such deductions; and (ii) any monies ordered by any Court.

10. Retirement

The normal retirement age of an employee in the Company is 60 years. Your employment will terminate automatically at the end of the month in which your 60th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit by the Company doctor.

11. Employee Benefits

You shall be entitled to participate in the employee benefits programme, effective from your start date. The terms and conditions of the employee benefit programme shall be made

available to you shortly after joining. The Company reserves the right to alter the terms of the employee benefits programme as required from time to time.

12. Conduct and Discipline

- 12.1 You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions of the Company.
- 12.2 During your employment, you shall well and faithfully serve the Company and use your utmost endeavours to promote its interests and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties.
- 12.3 You shall not, during the continuation of your employment, engage in any other business, vocation, trade, office, employment or activity (whether paid or unpaid), in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion). You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you.
- 12.4 You shall not enter into any pecuniary obligation which would render you financially embarrassed.
- 12.5 The Company assures a smoke free environment and the entire office premises including conference rooms, lobbies and canteen is declared as “No Smoking Zone”. The Company will provide a separate area for smokers with specific notification and the smokers will not be allowed to smoke in any other places in the office premises except the notified area.
- 12.6 If you found to be engaged in sexual harassment activities, disciplinary action will be taken against you, as recommended by the Internal Complaints Committee of the Company constituted under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, up to and including termination as soon as you are found guilty by the Internal Compliant Committee. In such cases, your services could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- 12.7 You confirm that you are not bound by any other agreement with any prior employer, or any person or entity that would prevent you from fully performing your duties with the Company, and that you will not during your employment with the Company, or have not during the pre-hire process, use(d) or disclose(d) any proprietary or confidential information, or trade secrets, of your former employers or companies or any person or entity.
- 12.8 You shall:
- (a) faithfully and diligently perform assigned duties and take actions consistent with such duties;
 - (b) comply with all lawful and reasonable directives of the Company’s management team;
 - (c) use your best efforts to promote the interests of any Group Company;
 - (d) promptly and fully inform or explain (in writing, if requested) to the Company’s management team, your conduct relating to the interests of any Group Company; and

(e) at all times, not make any untrue or misleading statement relating to any Group Company.

12.9 The Company's information systems are consolidated and managed centrally. As a result, your sensitive personal data or information may be transferred around Group Company locations worldwide and to select vendors that provide services to the Company and our workforce. To assure that your sensitive personal data or information privacy is adequately safeguarded, the Company will endeavour to protect the confidentiality and security of individual personal data as required by the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 under the Information Technology Act, 2000. Accordingly, as per the requirement of the above mentioned Rules, you are agreeable to provide your consent in writing to the Company as provided in the Exhibit B of this Agreement for using and transferring of your sensitive personal data or information provided or to be provided by you.

13. Termination

13.1 Subject to Clause 13.2 below, this Agreement may be terminated by you or by the Company upon giving one (1) month's written notice or by the Company paying one (1) month's basic salary in lieu of notice at its discretion. The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company). However, the Company shall continue to pay your salary and contractual benefits whilst you remain employed by the Company.

13.2 The Company shall be entitled to terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) in any of the following cases:

(a) if you are dishonest or engaged in serious or persistent misconduct or without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force;

(b) if you become bankrupt or have a receiving order made against you or make any general composition with your creditors; or

13.3 Upon ceasing to be employed by the Company, you shall deliver to the Company any equipment, drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your employment with the Company, and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

14. Compliance with Applicable Laws

14.1 You agree to comply with all applicable laws, regulations and governmental orders of India or any other applicable jurisdiction, now or hereafter in effect, relating to your employment by

the Company, including but not limited to any bribery laws. Without limit to the foregoing, you represent and warrant that you have not and shall not at any time during your employment with the Company, pay, give or offer or promise to pay or give any money or any other thing of value, directly or indirectly, to or for the benefit of:

- (a) any government official, political party or candidate for political office; or
- (b) any other person, firm, corporation or other entity with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage in connection with the Company's business.

14.2 Your obligations under this Clause 14 shall survive the expiration or termination of this Agreement.

15. Restrictions

15.1 Save as otherwise permitted under the terms of this Agreement, you shall not (unless with the prior written consent in writing of the Board) during your employment with the Company or at any time during the Restricted Period, directly or indirectly, alone or together with other persons, on your own account or in partnership or conjunction with, through or on behalf of any agents, affiliates, intermediaries, joint ventures or alliances:

- (a) be engaged, employed or retained by (whether as an employee, manager, director, contractor, subcontractor, or consultant to, for or with) or otherwise be interested directly or indirectly (whether as owner in, leasing to, supplying equipment or materials, operating or extending credit to) in any Restricted Business within the Restricted Territories (other than as a holder of not more than 5% of the issued shares or debentures of any company listed on any recognised stock exchange);
- (b) perform any act or do anything or undertake or engage in any Restricted Business or any transaction which would result in competition with the business of the Company or any of its related corporations (collectively, the "Group") in the Restricted Territories, including without limitation:
 - (i) serving as a director on the board of any unrelated or third party company engaged in Restricted Business in the Restricted Territories;
 - (ii) being interested in any project or proposal for the acquisition or development of or investment in:
 - (A) any business or asset in which any member of the Group was during your employment considering to acquire, turn to account, develop or invest, unless: (1) your employment with the Company has already ceased or terminated; and (2) the Group had formally decided against such acquisition, turn to account, development or investment in, such business or asset; or
 - (B) any asset of any Group Company, unless: (1) your employment with the Company has already ceased or terminated; and (2) such asset is

offered by the relevant Group Company for sale to, turning to account or development by third parties;

- (iii) soliciting or enticing away any customer or supplier of the Group whom you had personally or directly dealt within the 12 months preceding the termination of your employment (or if the period of the employment is less than 12 months, then this reduced period);
 - (iv) using in the Restricted Territories any name or trading style which is the same as or similar to any of the trade or service marks of the Group or any brand name or proposed brand name of any of the Group's products or proposed products, or representing yourself as being connected with or carrying on or continuing the business of any member of the Group or its business for any purpose whatsoever;
- (c) canvassing or soliciting in the Restricted Territories, in competition with the business of the Company, the custom of any person, firm or company, who was a customer or supplier of the Company at any time within the last 12 months of your employment with the Company (or if the period of the employment is less than 12 months, then this reduced period), or procuring such customer or supplier to reduce or cease to continue its business dealings and/or transactions with the Company or any member of the Group;
- (d) inducing or seeking to induce any Restricted Employee to cease employment with the Company or any member of the Group or to cease to be engaged, employed or retained by (in any capacity) or otherwise be interested directly or indirectly in any Restricted Business within the Restricted Territories, whether or not such Restricted Employee would thereby commit any breach of his contract of service or employment; or
- (e) cause or permit any person or company, directly or indirectly, under your control or in which you have any beneficial interests to do any of the foregoing acts or things.

15.2 For the purpose of this Agreement:

“Restricted Business” means any business which is or is likely to be wholly or partly conducted by the Company or any member of the Group and is concerned with:

- (a) the research into, development, supply or marketing of products and solutions for cloud-based services that automate enterprise IT operations or the development or provision of any services (including but not limited to technical and product support or consultancy or customer services), which are of the same or similar to any services provided by the Company or any member of the Group PROVIDED ALWAYS that these provisions shall apply only in respect of such products or related services with which you were either personally concerned or for which you were responsible whilst employed by the Company in the last 12 months of employment (or if the period of the employment is less than 12 months, then this reduced period); or
- (b) business of a like or similar kind to (or otherwise any business which is or is likely to be conducted in competition with) any business conducted by the Company or any

member of the Group in which you were materially involved at any time in the last 12 months of employment (or if the period of the employment is less than 12 months, then this reduced period).

“Restricted Employee” means any present employee of the Company who is employed in a key, managerial or executive capacity, or who has access to trade secrets, proprietary knowhow or other confidential information of the Company;

“Restricted Period” means 6 months from the cessation or termination of (i) your employment with the Company or (ii) your engagement in the services of any member of the Group, and if such period operates to render any restriction in this Clause 15 invalid, the Restricted Period shall be during the term of your employment;

“Restricted Territories” means:

- (a) India; and
- (b) countries Pacific region:
 - (i) in relation to which you had conducted, pursued or promoted business, or over which you had retained a responsibility for the same, for and on behalf of the Company or any member of the Group; or
 - (ii) in relation to which you have performed duties on behalf of the Company or any member of the Group.

Provided that this has occurred within the last 12 months of your employment and the activities or responsibilities set out above have not occupied less than 5% of your working hours during this 12 month period (or if the period of the employment is less than 12 months, then this reduced period).

15.3 You acknowledge that:

- (a) Each of the foregoing sub-clauses constitutes an entirely separate and independent restriction on you; and
- (b) The duration, extent and application of each of the restrictions are no greater than is necessary for the protection of the proprietary interests of the Company.

15.4 Notwithstanding the above, you shall be entitled to enter into employment with any other related corporation of the Company.

15.5 Each undertaking and agreement contained in this Clause 15 shall be read and construed independently of the other undertakings and agreements herein contained so that if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever then the remaining undertakings and agreements shall be valid to the extent that they are held not to be so invalid.

15.6 While the undertakings and agreements in this Clause 15 are considered by the Company and you to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the

range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

16. Confidentiality

16.1 You must not at any time during your employment (except so far as may be necessary for the proper performance of your duties) or after the termination of your employment use for any purpose other than any Group Company's business or disclose to any person or body any Confidential Information obtained during your employment.

16.2 You must not at any time during your employment improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and must not bring onto the premises of the any Group Company any unpublished document or proprietary information or trade secrets of any former employer or other person or entity unless consented to in writing by such employer, person or entity.

16.3 For the purpose of this Agreement, "Confidential Information" means any trade secrets or other information which is confidential, commercially sensitive and is not in the public domain relating or belonging to any Group Company including but not limited to information relating to the business methods, corporate plans, management systems, finances, new business opportunities, research and development projects, marketing or sales of any past, present or future product or service, secret formulae, processes, inventions, designs, know-how, discoveries, technical specifications and other technical information relating to the creation, production or supply of any past, present or future product or service of any Group Company, lists or details of clients, potential clients or suppliers or the arrangements made with any client or supplier and any information in respect of which any Group Company owes an obligation of confidentiality to any third party.

17. Company Regulations

During your employment with the Company, you shall observe and comply with all of the rules, regulations and directives of the Company as may from time to time be made or given. The Company shall have the right to alter and amend the rules and regulations of the Company as well as any of the terms of your employment, and such alteration or amendment shall become fully effective and a binding term of your employment upon notification to you.

18. Entire Agreement

This Agreement, together with the Proprietary Information Agreement for Employees, supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Agreement, together with the Proprietary Information Agreement for Employees (see Exhibit A), constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and related corporations with respect to the subject matters herein.

19. No Breach

In signing below, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents or prohibits you from being employed by the

Company and being able to fully and completely perform the services contemplated by this Agreement, nor in fulfilling your duties hereunder will you be breaching any duty of confidentiality or any restrictive covenants to any persons, including without limitation, your previous employers or principals.

20. Grievance / Disciplinary Procedures

20.1 If you have any grievance (other than one relating to a disciplinary decision), you should refer such grievance in writing to your Manager. If the grievance is not resolved at this stage, you may appeal in writing to the next level manager who will appoint a suitable person to hear the appeal, and whose decision shall be final. Application of this procedure is not a contractual entitlement.

20.2 Any matters concerning your unsatisfactory conduct or performance will be dealt with by the Regional functional VP or a representative. An appeal against any disciplinary decision or any decision to dismiss you should be made by you, in writing, to the functional VP who will appoint a suitable person to hear the appeal and whose decision will be final. Application of this procedure is not a contractual entitlement.

20.3 The Company reserves the right, at its sole discretion, to suspend you temporarily (with base salary), subject to such other terms that the Company may impose while the Company makes its determination as to allegation(s) that you have committed an act of gross misconduct. For the purposes of this Agreement, gross misconduct includes but is not limited to the following, and would be grounds for immediate termination, without pay, if the allegations are legitimate (based on the Company's reasonable determination):

- (a) dishonesty, theft, embezzlement, fraud and/or any action which assists other parties in such activities;
- (b) any act which constitutes unlawful discrimination or harassment, whether on the grounds of sex, sexual orientation, race, ethnic origin, nationality, disability, age, caste, religion or beliefs;
- (c) knowingly providing any material information or documentation which are false or amounts to a misrepresentation of facts to the Company or suppressing any material information, crucial to your employment with and/or the tasks assigned to you by the Company.
- (d) conduct (whether or not in the course of your employment) which may or does result in harm to the reputation of any Group Company;
- (e) conviction of any criminal offence which, in the Company's determination, demonstrates unsuitability for continued employment with the Company;
- (f) divulging or misusing Confidential Information likely to harm any Group Company or any of their customers;

- (g) being under the influence of, or consuming, alcohol, illegal drugs or any controlled substances during work hours or while involved in any Group Company related activities or events;
- (h) violent, abusive, intimidating or offensive behaviour (whether physical or verbal);
- (i) unauthorised access to or inappropriate use of any Group Company's computer, e-mail and Internet systems or use of unapproved software;
- (j) gross negligence;
- (k) interference with safety equipment; and
- (l) intentional or reckless disregard for health and safety rules or procedures.

20.4 The Company reserves the right, at its sole discretion, to amend any disciplinary and/or grievance procedure or policy.

20.5 You are expected to maintain a high standard of work performance and conduct at all times. If such performance or conduct falls below levels reasonably acceptable to the Company, you may be put on a performance improvement plan and dismissal in the absence of satisfactory improvements within a defined time period.

21. Notices

All notices and other communications required by this Agreement must be in writing and will be deemed to have been duly given only if delivered personally or mailed. Notices delivered personally shall be deemed received on the date delivered; notices delivered by certified or registered mail, return receipt requested, shall be deemed received 5 days after posting of the same. Notice to you shall be sent to you to the address to which this letter is addressed and notices to the Company shall be addressed to (•). Each Party shall inform the other with regard to any changes to the address to which the Notices under this clause have to be delivered.

22. Assignment

This is a personal service contract and shall not be assigned by you but may be assigned by the Company to any of its Group Companies.

23. No Waiver

No failure on the part of either Party to exercise and no delay in exercising any right, power or remedy hereunder shall operate as a waiver thereof, nor shall any single or partial exercise on any right, power or remedy hereunder preclude any other or further exercise thereof or the exercise of any other right, power or remedy. Without limiting the generality of the foregoing, you hereby acknowledge and agree that the Company entering into this Agreement shall not be deemed a ratification of your past conduct nor a waiver of any of Company's rights, remedies, or contentions, all of which are expressly reserved.

24. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India and both you and the Company agree to be subject to the exclusive jurisdiction of the courts in

Hyderabad for the resolution of all disputes arising under this Agreement.

25. It is clarified that you have been appointed as a director on the Board of directors of the Company solely by virtue of your employment with the Company, and your position as director of the Company shall automatically cease, without any further action, immediately upon termination of your employment with the Company and you will assist the Company and will sign the necessary letters and documents to record your resignation as a director and hereby authorize the Company to what is necessary in this regard.

Please confirm your acceptance of the above terms and conditions by signing and returning to us the duplicate copy of this Agreement.

Yours faithfully

For and on behalf of

ServiceNow Software Development India Pvt. Ltd

DocuSigned by:



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Shafeeq Ahmed

Senior Manager, HRBP

* * * * *

Acceptance

I, **Apoorva Ventrapragada**, holding Passport/Permanent Account bearing No. _____, hereby confirm acceptance of all of the above terms and conditions.

Signature

Date:

EXHIBIT A

ServiceNow Software Development India Private Limited

Proprietary Information Agreement for Employees

In consideration of my employment with ServiceNow Software Development India Pvt. Ltd (the “Company”), I, **Apoorva Ventrpragada** agree as follows:

1. Proprietary Information
 - 1.1 I understand that my employment creates a relationship of trust and confidence between me and the Company with respect to Proprietary Information (as hereinafter defined) of the Company, learned or received by me in the course of my employment.
 - 1.2 All Proprietary Information that comes into my possession while employed by the Company is the exclusive property of the Company. I agree not to directly or indirectly use or disclose any of the Proprietary Information at any time except in connection with and for the purposes of my employment with the Company.
 - 1.3 For the purposes of this Agreement, “Proprietary Information” shall mean trade secrets, confidential knowledge, data or any other proprietary information of the Company. By way of illustration but not limitation, “Proprietary Information” includes: (i) inventions, trade secrets, ideas, data, programs, works of authorship, know-how, improvements, discoveries, designs, techniques and sensitive information the Company receives from its clients or which the Company has paid for; (ii) technical information relating to the Company’s existing and future plans or products, including, where appropriate and without limitation, software, firmware, information, patent disclosures, patent applications, development or experimental work, formulae, engineering or test data, product specification and part lists, names of suppliers, customers or contractors, techniques, processes and apparatus relating to the same disclosed by the Company to me or obtained by me through observation or examination of information, research by the Company or paid for by the Company or developments; (iii) confidential marketing information (including without limitation marketing strategies, customer names and requirements and product and services, prices, margins and costs); (iv) confidential product, marketing, development and other plans; (v) confidential financial information provided to me by the Company; (vi) personnel information (including without limitation employee compensation); (vii) confidential information relating to the Company including, without limitation, corporate information and secrets, unannounced financial results, reports and statements or information, projections, profiles, investment plans, capitalization plans, business plans or expansion plans or arrangements relating to its business whether or not with third parties; and (viii) other confidential business information or information received by me which is marked “confidential” or words to that effect conveyed, transmitted, recorded or stored by any means whatsoever including, without limitation, documents, drawings, photographs, computer diskettes, computer hard disks, computer network storage devices, internet or intranet electronic mail, discs, designs, plans or models or any of the media (electronic or otherwise) for storing or recording information.
 - 1.4 Proprietary Information shall not include information which: (i) I can prove by documentary evidence produced to the Company within seven days of disclosure that such Proprietary Information was already in my possession and at my free disposal before the disclosure hereunder to me; (ii) is hereafter disclosed or published to me without any obligations of

confidence by a third party who has not derived it directly or indirectly from the Company and without breach of any confidentiality undertaking by the third party; (iii) is or becomes generally available to the public in printed publications in general circulation in India through no act or default on my part; or (iv) I am required to disclose by law or judicial process.

1.5 All Company property, including, but not limited to, Proprietary Information, documents, data, records, apparatus, equipment and other property, whether or not pertaining to Proprietary Information, provided to me by the Company or produced by me or others in connection with the services I perform for the Company shall be and remain the sole property of the Company and shall be returned promptly to the Company as and when requested by the Company. I shall return and deliver all such property upon termination of my employment, and agree that I will not take any such property or any reproduction of such property upon such termination.

1.6 I recognize that the Company has received and in the future will receive information from third parties which is private or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree that during the term of my employment and thereafter I owe the Company and such third parties a duty to hold all such private or proprietary information received from third parties in the strictest confidence and not to disclose it, except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party and not to use it for the benefit of anyone other than for the Company or such third party consistent with the Company's agreement with such third party.

1.7 I shall not reproduce, convert or store the Proprietary Information in any form or manner whatsoever (including all forms of electronic storage and all forms of storage or recording media such as, but not limited to, diskettes, hard disk drives, computer network storage devices, internet or intranet electronic mail, cassette tapes or discs) except with the prior written consent of the Company.

2. Inventions

2.1 I agree to promptly disclose to the Company, or any persons designated by it, all ideas, improvements, inventions, programs, formulae, processes, techniques, discoveries, developments, designs, trade secrets, know-how and data, whether or not patentable or registrable under copyright or similar statutes, and all designs, trademarks and copyrightable works that I may solely or jointly make or conceive or reduce to practice or learn during the period of my employment which (i) are within the scope of the services which I provide to the Company, and are related to or useful in the business of the Company or to the Company's actual or demonstrably anticipated research, design, development, experimental, production, financing, manufacturing, licensing, distribution or marketing activity carried on by the Company; or (ii) result from tasks assigned to me by the Company; or (iii) are funded by the Company; or (iv) result from use of premises owned, leased or contracted for by the Company (collectively, "Inventions"). Such disclosure shall continue for one (1) year after termination of my employment with respect to anything that would be Inventions if made, conceived, reduced to practice or learned during the period of my employment.

2.2 Save as expressly disclosed to the Company in writing at the time of execution of this Agreement, I hereby agree and irrevocably assign to the Company any worldwide rights, title or interest in all Inventions, whether or not patentable, copyrightable, or subject to any form of protection, made, created, developed, written, conceived or learned by me in whole or in

part, either alone or jointly with others, during the course of my employment with the Company. I further agree that all Inventions shall be the sole property of the Company and its assigns, and the Company and its assigns shall be the sole owner of all patents, copyrights, trade secrets, designs, trade marks, layout-designs and all other industrial or intellectual property rights in connection therewith. I further agree to assist the Company in every proper way (but at the Company's expense) to obtain and from time to time enforce patents, copyrights, trade secrets, designs, trade marks, layout-designs and all other industrial or intellectual property rights in connection with the Inventions in any and all countries, and to that end I will execute all documents necessary:

- (i) to apply for, obtain and vest in the name of the Company alone (unless the Company otherwise directs) letters patent, copyrights, designs, trade marks or any other analogous protection in any country throughout the world and when so obtained or vested to renew and restore the same; and
- (ii) to defend any opposition proceedings in respect of such applications and any opposition proceedings or petitions or applications for revocation of such letters patent, copyrights, designs, trade marks or any other analogous protection.

2.3 In the event the Company is unable, after reasonable effort, to secure my signature to any document for the application, obtaining or vesting of any patent, copyright, design, trade mark or other analogous protection relating to an Invention, whether because of my physical or mental incapacity or for any other reason whatsoever, I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney-in-fact, to act for and on my behalf and stead to execute and file any such application or applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent, copyright, design, trade mark or other analogous protection thereon with the same legal force and effect as if executed by me. My obligation to assist the Company in obtaining and enforcing patents and copyrights for such Inventions in any and all countries shall continue beyond the termination of my employment, but the Company shall compensate me at a reasonable rate after such termination for time actually spent by me at the Company's request on such assistance.

2.4 Notwithstanding any moral rights which I may have in any intellectual property, I hereby give unconditional consent to the Company or its assigns to:

- (a) use such intellectual property without attributing me as author of such intellectual property;
- (b) alter such intellectual property and use the altered intellectual property without reference to me; and
- (c) use such intellectual property or an adaptation of such intellectual property in any commercial application.

2.5 I also hereby perpetually waive and agree never to assert any and all moral rights that I may have in or with respect to any intellectual property assigned to the Company during or after the course of my employment with the Company.

2.6 I have attached as Attachment 1 to this Agreement a complete list of all inventions, discoveries, developments, improvements and trade secrets which have been made or conceived or first reduced to practice by me alone or jointly with others prior to my employment with the Company which I desire to remove from the operation of this Agreement and I covenant that such list is complete.

2.7 If no such list is attached, I represent that I have made or conceived no inventions, discoveries, developments, improvements and trade secrets at the time of signing this Agreement that are to be removed from the operation of this Agreement.

3. Property of Others

3.1 I represent that my performance under this Agreement does not and will not breach any agreement to keep in confidence proprietary information or trade secrets, if any, acquired by me in confidence or in trust prior to this Agreement. There are no agreements, written or oral, conveying rights in any research conducted by me. I have not entered into, and I agree that I will not enter into any agreement either written or oral in conflict herewith.

3.2 I represent that as part of the consideration for the offer of employment extended to me by the Company, and for my employment and continued employment by the Company, I have not brought and will not bring onto the Company's premises or use in the performance of my duties with the Company any equipment, supplies, facility or trade secret information of any current or former employer or organization to which I provided services which are not generally available to the public, unless I have obtained written authorization for their possession and use.

4. Remedies for Breach

In recognition of the fact that irreparable injury will result to the Company in the event of a breach of my obligations under this Agreement, that monetary damages for such breach would not be readily calculable, and that the Company would not have an adequate remedy at law therefore, I acknowledge, consent and agree that in the event of such breach, or the threat thereof, the Company shall be entitled, in addition to any other legal remedies and damages available, to specific performance thereof and to temporary and permanent injunctive relief (without the necessity of posting a bond) to restrain the violation or threatened violation of such obligations by me and persons acting for or in connection with me. The Company's right to injunctive relief shall not limit its right to any other remedies, including damages.

5. Modifications

No modification of this Agreement shall be valid unless made in writing and signed by the parties hereto.

6. Severability

If any provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.

7. Entire Agreement

This Agreement, together with my Letter of Appointment dated **May 6, 2019** supersedes and cancels any and all previous understandings, representations and agreements of whatever nature between me and the Company with respect to the matters covered herein. These Agreements constitute the full, complete and exclusive agreements between me and the

Company with respect to the subject matters herein.

8. Successors and Assigns

This Agreement will be binding upon my heirs, executors, administrators and legal representatives and will be for the benefit of the Company and its successors and assigns for the resolution of all disputes arising under this Agreement.

9. Governing Law and Jurisdiction

This Agreement shall be construed in accordance with and governed by the laws of India. The parties to this Agreement agree to submit to the non-exclusive jurisdiction of the courts of Hyderabad.

Signed and agreed to by:

Accepted and agreed to
for and on behalf of
ServiceNow Software Development India Pvt. Ltd

DocuSigned by:



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Shafeeq Ahmed
Senior Manager, HRBP
Date: May 6, 2019

Name: **Apoorva Ventrapragada**

Date:

ATTACHMENT 1

**LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP**

<u>Sl. No.</u>	<u>Title</u>	<u>Date</u>	<u>Identifying Number or Brief Description</u>
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_____ No inventions or improvements

_____ Additional Sheets Attached

Signature: _____

Name: **Apoorva Ventrapragada**

Date: _____

EXHIBIT B

Consent of Employee to use Sensitive Personal Data or Information

To,
ServiceNow Software Development India Pvt. Ltd
Parcel 3, Knowledge City, 7th Floor & 8th Floor,
Plot #2, Phase - 1, Survey # 83/1, Raidurg Village,
Serilingampally Mandal, Rangareddy Dist,
Hyderabad – 500081 Telangana, India

Dear Sirs,

Sub: Sensitive Personal Data or Information

In consideration of my employment with ServiceNow Software Development India Private Limited (the “**Company**”), I hereby give my consent to the Company for using my sensitive personal data or information as provided by the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 under the Information Technology Act, 2000.

I am fully aware of the fact that the Company may require to share or disclose my sensitive personal data or information with third parties for the legitimate business purposes and legal compliance.

I understand that the Company may have to transfer my sensitive personal data or information to other body corporate or persons in India or located in any other country since the information systems of the Company are consolidated and managed centrally.

Thanking you,

Yours faithfully

Apoorva Ventrapragada

Date:



HRD/3T/19-20/12669065

Ms. Ashritha Polneni

Candidate ID: 12669065

H.No:1-10/1,

Gatlanarsingapoor

Hanamkonda - 505497

Telangana

India

Ph: (91) 70956 08579

June 28, 2019

Dear Ashritha,

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

HRD/3T/19-20/12669065

June 28, 2019

Ms. Ashritha Polneni
Candidate ID: 12669065
H.No:1-10/1,
Gatlanarsingapoor
Hanamkonda - 505497
Telangana
India
Ph: (91) 70956 08579

Dear Ashritha,

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.

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. Ashritha Polneni
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. Ashritha Polneni
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				



2018-

Name **Bhavitha Maile**
Position **Technical Associate**
Location **Hyderabad**

Proposed Salary		
	Monthly	Yearly
Basic	22,270	267,240
HRA	11,140	133,680
Special Allowance	14,410	172,920
Statutory Bonus	0	0
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Leave Travel Allowance	5,000	60,000
Gross Salary	55,670	668,040
Employer's Provident Fund	2,673	32,076
CTC	58,343	700,116

Other Benefits

1. You will be eligible for availing medical insurance (hospitalization), life insurance and personal accident insurance from the date of joining. However, coverage under any insurance policy shall be at the discretion of the insurer. The extent of coverage offered to you will depend upon the designation accorded to you in the bank. The admissibility of the claims (if any) will depend upon the terms and conditions of the DBS insurance scheme and insurance policy.
2. Gratuity - As per Company policy
3. You can choose any one monthly reimbursement amount for Telephone & Internet Reimbursement viz., Nil, 1000/-, 2000/-, or 3000. The same will be adjusted from the special allowance component. This can be claimed tax free on submission of bills, in case of non submission of bills unclaimed amount will be paid at the end of the year post tax.
4. You are eligible to choose iFlex benefits (Bouquet of benefits) such as Professional Development, Wellness and Health. This is in addition to the compensation offered and the admissibility of the claims will depend upon the terms and conditions of the DBS Asia Hub 2
5. Offer Subject to Internal Approval and subsequent Pre-Employment Screening



April 29, 2019

Dear **Brahmani Thota**:

I am very pleased to offer you admission to the Graduate School at the University of Maryland, Baltimore County (UMBC). We know that you will find graduate education and research here both challenging and rewarding.

Please indicate whether or not you will be accepting our offer of admission by logging in to your myUMBC account. **Accepting your admission is required before you are able to register for classes.** To activate your account visit <https://webadmin.umbc.edu/> then click the "Create my Account" link. Activating your account requires your date of birth and UMBC Campus ID. Your Campus ID is **FM57457**

Your Graduate Program Director or Program Coordinator will contact you regarding program-specific orientation and academic advisement for your first semester's course selection. If you are subject to prerequisites or other terms of admission, the department to which you have been admitted will notify you directly. The Graduate School Catalog, Policies and Procedures are available at our [website](#).

As you prepare for your arrival at UMBC, there are some health related requirements that you must meet before you arrive on campus. Visit the [University Health Services website](#) and check the "Incoming Students" section to review and submit required health forms. Also, check out our Getting Started page where you can find important information on the next steps you should take as a newly admitted student.

The [Office of International Education Services \(IES\)](#) will help you with your immigration requirements and questions as you prepare to attend UMBC as an international student. Please follow these [instructions](#) to request your I-20, schedule your F-1 interview and prepare for your transition to the U.S. and to UMBC. You may contact the IES with any questions related to immigration by emailing ies@umbc.edu

Residential Life provides temporary housing accommodations on campus to UMBC graduate students who will be participating in campus orientation programs. Please be aware that temporary housing is available only on a limited basis, and is not guaranteed. For more information about housing registration, availability and costs please visit <https://reslife.umbc.edu/> or contact reslife@umbc.edu.

Please see the information at the end of this letter. If document requirements are listed, please send the documents to the Graduate School by the end of your first semester.

If you have other questions or need assistance, please contact the staff of the Graduate School at 410-455-2537 or gradschool@umbc.edu. Congratulations on your acceptance and best wishes in your academic pursuits.

Sincerely,



K. Jill Barr J.D., M.Ed.

Senior Assistant Dean of Graduate Enrollment Management

Campus ID #: **FM57457**

Subject Area: **Professional Studies - MPS**

Semester: **Fall 2019**

4000336425

Notes:

Official and final degree certificate confirming completion of bachelor's degree

Official transcript confirming completion of bachelor's degree

The Graduate School | University of Maryland, Baltimore County | 1000 Hilltop Circle | Baltimore, MD 21250

PHONE: 410-455-2537 | FAX: 410-455-1130 | WEB: www.umbc.edu/gradschool



October 21, 2019

Graduate Programs

**Charitha Reddy Basani**

4-132, Flat 401, Durga Nilayam, Durga Nagar, Dilsukhnagar
Hyderabad, Telangana 500060
India

Dear Charitha Reddy Basani:

Congratulations! You have been admitted for Spring 2020 to the Computer Information Systems; MS in Information Systems Big Data Analytics program at Georgia State University's J. Mack Robinson College of Business. This decision reflects our recognition of your talents and strong academic record, and our wish for you to join our exciting community.

We are pleased to notify you that based on your application and merit, you have qualified for a scholarship through the Robinson College of Business. You will receive notification within two weeks of the details of your scholarship and next steps from our admissions office.

Please accept or decline our offer of admission by going to the application status page and replying to the offer of admission. If confirming your acceptance, please pay the \$250.00 non-refundable seat deposit within 30 days of the date of this letter. New student information and your next steps will be sent at least a month before orientation.

Your Panther ID Number is 002541506

Your offer of admission is contingent upon completing or opting-out of the verification of lawful presence process and submitting any outstanding proof of degree, official transcripts, or official test scores. To be classified as in-state for tuition purposes or to receive any out-of-state tuition differential waiver or a tuition waiver associated with a graduate assistantship, you must successfully verify your lawful presence as defined by the University System of Georgia's Board of Regents.

Again, congratulations and welcome to the Computer Information Systems; MS in Information Systems program at Georgia State University. I look forward to meeting you personally, hearing of your success in the program, and keeping up with your accomplishments after graduation.

Sincerely,

Richard D. Phillips, Ph.D.

Dean, J. Mack Robinson College of Business, and C.V. Starr Professor of Risk Management and Insurance

[Return to Application Status \(status\)](#)



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(HTTP://MAPGSU.EDU/)

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<http://pantheralumni.com/s/1471/2/start.aspx?gid=2&pgid=61>
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Georgia State University | 33 Gilmer Street SE Atlanta, GA <http://map.gsu.edu/#/building/Sparks-Hall> | 404-413-2000 (tel:+14044132000)

Contact Georgia State [\(http://www.gsu.edu/contact-georgia-state/\)](http://www.gsu.edu/contact-georgia-state/)
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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

21-Feb-2019

Strictly Private and Confidential

160115737011

2018-19

(e)

Geetha Julakanti

H.No.1-29,Bhulkapur,Shankerpally,Ranga Reddy district
9676996767

Dear **Geetha,**

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: 2c670260-b1ed-44ae-86e8-2bc6000f2806_1
Signed By: Mohan Sekhar

160115737012
2018-19 p.a.

@

04-Dec-2018

Dear Hari Priyanka Sunkari Anusuya,
B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485546

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://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:



Harini Bharata <harinibharata@gmail.com>

Deloitte New Hire Registry - Welcome

2 messages

usdelnewhiread@deloitte.com <usdelnewhiread@deloitte.com>
To: harinibharata@gmail.com
Cc: titus@deloitte.com

2 July 2019 at 00:43

Harini Bharata
1601157370/3
IT-H 1 (2015-2019)
2019 passed out



Welcome to Deloitte

Where the best choose to be

Dear Harini Bharata,

Congratulations on your new position, and welcome to Deloitte US Firms, collectively known as **"Where the best choose to be"**.

We are pleased that you will be working with us, and we will do our part to foster your personal and professional development through challenging assignments and career and leadership development.



Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more [about Oracle](#) and [our product offerings](#).

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle - we look forward to your arrival.

Joyce Westerdahl

Executive Vice President of Human Resources, Oracle



Oracle India Pvt. Ltd
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvilas Plot no. D-1,
District centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

June 07, 2019

Jyothsna Mullapudi

Dear Jyothsna,

We are pleased to offer you employment in the position of **Software Developer with Oracle India Private Limited, IDC ("Oracle")**. Your base of operation is **Hyderabad, India**. This offer of employment is made based on India laws.

We offer you a starting compensation at an **annual rate of INR 9,00,000.00** payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a.
A. Basic salary	3,76,518.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Gross Pay AGP (A+B)	8,36,707.00
D. Company's contribution to PF	45,182.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+D+E)	9,00,000.00

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 184417.34** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget.

Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday/ Thursday beginning 9.30am**. You may therefore choose to commence on any Monday or Thursday. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

If you have any questions regarding the conditions of your offer, please feel free to contact your manager, **Suresh Kumar Sivakoti** at **914067245568**.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Suresh Kumar Sivakoti (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within one (1) week from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,

For and on behalf of **Oracle India Private Limited, IDC**



Srihari Beldona
Vice President - Human Resources, India

OFFER LETTER ACCEPTANCE:

I, **Jyothsna Mullapudi** agree with all the above terms and conditions of employment with Oracle. I shall commence employment with effect from _____.

Signature: _____ Date: _____



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

Keerthana Reddy Varakala
H.No-28-1023, Housing Board, Vidya nagar colony, Miryalaguda
Nalgonda, 508207

Dear **Keerthana Reddy,**

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

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.

Keerthana Reddy, 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.



160115737016

2018-19



Offer: Computer Consultancy
Ref: TCSL/CT20182532462/Hyderabad
Date: 18/10/2019

Ms. Madhuri Kurri
404 Garden View Residency,
White Fields,
Hyderabad-500084,
Telangana.
Tel# 91-9398607187

Dear Madhuri Kurri,

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.

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

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

TCS Confidential
TCSL/CT20182532462

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

Roll No.	Full Name	Specilization / Branch
160115737028	Shreya Ogety	Information Technology
160115737017	Manvitha Reddy Vedere	Information Technology
160115737094	Bhargavreddy Muthukuru	Information Technology
160115737083	Kandula Vinona	Information Technology
160115737092	Anirudh Priyatham Veerabathini	information Technology
160115737078	Sindu Pabba	Information Technology
160115737071	Sai Deepa Bhavani Peri	Information Technology
160116862003	Akhila Marri	MCA
160116862050	Hima Varshini Reddy Gurram	MCA
160115736014	Abhinay Lingam	Mechanical Engineering
160115736033	Ranadeep garikapati	Mechanical Engineering
160115736036	Rushyanth Tirunagari	Mechanical Engineering
160115736004	Manogjna Chitta	Mechanical Engineering
160115736025	Eswar Solleti	Mechanical Engineering
160115736100	Ravi Padakandla	Mechanical Engineering
160115736088	Krishna Kaundinya Desaraju	Mechanical Engineering
160115736071	Chayista Faraaz	Mechanical Engineering
160115736007	Nikhitha Mahendrakar	Mechanical Engineering
160115736048	Srinivas N.V.S.L	Mechanical Engineering
160115736024	M Dinesh Sagar	Mechanical Engineering
160115736045	Sri Charan Peddyreddy	Mechanical Engineering
160115736074	Leela Nallala	Mechanical Engineering
160115736098	Nihal Kasam	Mechanical Engineering
160115736010	Rakonda Sravika	Mechanical Engineering
160115736118	P. Venkata Naidu	Mechanical Engineering
160115736115	Venkata Sai Kiran Boppana	Mechanical Engineering
160115736103	D Sai Phaneendra Reddy	Mechanical Engineering
160115736305	Mudigonda Nagaraju	Mechanical Engineering
160115736040	Vimmigari Sanjay Kumar	Mechanical Engineering
160115736022	Chanakya Nellutla	Mechanical Engineering
160115736001	Ankitha Bharadwaj Saraff	Mechanical Engineering
160114736076	Akhil Arasada	Mechanical Engineering
160115736016	Akhil Kandaloju	Mechanical Engineering
160115736008	Ramani Donkanti	Mechanical Engineering
160115736013	Mantena Sushmitha	Mechanical Engineering
160115736032	Puneeth Reddy	Mechanical Engineering
160115736031	Nishanth Varma	Mechanical Engineering
160115736046	Gonda Sriharsha	Mechanical Engineering
160115736012	Suma Gaddam	Mechanical Engineering
160115736072	Shreshta Mahankali	Mechanical Engineering
160115736068	Navya Chirutha	Mechanical Engineering
160115736087	Jayant Kushwaha	Mechanical Engineering


Dr. N L N REDDY
 Director-CDC
 CBIT, Gandipet, Hyd.
 Cell: 9849466587
 E-mail: placements@cbit.ac

160115737019

2018-19

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5/8/2019

<https://onlineforms.jpmorganchase.com/online-forms/offer-letter/OFDOMHY9KQ/letter.csf>

@

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

160115737018

2019 passed out

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

 Jamie

16013 107010
2018-19
e



Date: - 3 August, 2019

Subject: Letter of Intent

Dear **Challa Pragna**

Congratulations for clearing the first step to a whole new world of opportunity with us! We hope we succeeded in our earnest efforts in providing you with a joyful and seamless experience.

At DBS, we have always focused on driving a mind-set of innovation among our employees. In future, our aim is to make this agenda even stronger and provide you with a host of learning opportunities. Over the years, DBS has grown to become one of the most visible and credible employer brands in Asia. We pride ourselves in being a "Great Place to Work" by ushering in an employee-friendly, inclusive and flexible culture.


We are delighted to inform you that you are being considered for a position in our organization, DBS Asia Hub 2, based at Hyderabad.

Please note that your appointment with us is subject to:

- Your unconditional acceptance of contractual terms
- Your signing of a formal employment contract,
- You meet the requirements of background verification checks, credit bureau checks and any other recruitment-related checks as determined by DBS;
- You meet the requirements of all other matters that we may require of you as part of the recruitment process; and
- The contents and existence of this letter are confidential and shall not be disclosed to any third party, except with our written consent.

We want to be the technology leader of the future and we are very excited at the prospect of you partnering us on this path of transformation. We hope that you will accept this Letter of Intent and look forward to a meaningful and mutually beneficial relationship.

If you have any queries about any of the matters outlined here, please contact Meenal Grover at meenalgrover@dbb.com.


Yours Sincerely

Team-Human Resources (HR)

Registered Office: DBS Asia Hub 2 Pvt. Ltd.
15th Floor, Tower 2.1, TSI Waverock IT/ITES SEZ,
Nanakramguda, Sentingampally Mandal,
Gachibowli, Hyderabad 500 008,
District: Rangareddy, Telangana, India

1762007632015-FICD02358

www.dbs.com

30-Jan-20

Ms. **Ele Preethi**

3-14-116/3, Plot No. 3, Road No. 1, Chitraseema Colony
Hayath Nagar, K.V. Rangareddy, Hyderabad
Telengana - 500068

Dear Preethi :

It is our sincere pleasure to make you this formal offer for the position of Software Engineer in **Arcesium India Private Limited** ("Organization").

Upon your acceptance of our offer and subsequent joining, you will be paid a gross base compensation of ₹700,000 (Rupees Seven Lakhs Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹50,000-₹150,000 (Rupees Fifty Thousand to Rupees One Lakh Fifty Thousand Only) for the year 2020 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹750,000-₹850,000 (Rupees Seven Lakhs Fifty Thousand to Rupees Eight Lakhs Fifty Thousand Only) per year. The details of the compensation are attached as Annexure I for your reference.

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

The offer is contingent on:

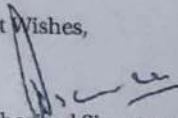
- (i) The successful completion of your background checks and verification of your credentials, testimonials, reference checks and other particulars mentioned by you in your application at the time of your appointment, and
- (ii) Your acceptance of the terms of the Organisation's employment agreements and policies existing and modified from time to time.

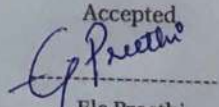
You will be required to join the Organisation on or before 05-Feb-20. Please report at 10:00 hrs. at Building No. 12C, Floor 13 Mindspace, Cyberabad, Madhapur .

Should you accept the offer, in case of termination for any lawful reason/resignation of services either party will be required to give two (2) months' notice in writing.

We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,


Authorized Signatory

Accepted,

Ele Preethi

Notes:

Note 1- Flexible Benefits: You will be eligible to claim Income Tax benefits for all the actual expenses under Leave Travel Assistance prorated from your date of joining and subject to the internal limits prescribed. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Special Allowance.

Note 2- Annualized Variable Compensation: The Variable compensation will be prorated from your date of joining and will be contingent on you being employed by the Organization when the variable compensation is paid out.

Note 3- Group Personal Accident Insurance: You will be covered under this Plan up to ₹1Crore or four times of your annual gross base compensation, whichever is less.

Note 4- Group Medical Insurance for Dependents: You and your family (up to five dependents) will be covered under the Group Medical Insurance Plan for ₹5 Lakhs.

Note 5- Group Term Life Insurance: You will be covered under this Plan up to four times of your annual gross base compensation.

Note 6- Relocation Assistance: In case you are getting relocated from outside Hyderabad, relocation assistance will be provided as follows:

- i. Economy class air fare for you and your immediate family (spouse and children only)
- ii. Reimbursement of actual expenses for shifting of personal effects subject to a maximum amount of ₹50,000 for unmarried employees and ₹100,000 for married employees.
- iii. Organization provided accommodation for two weeks. To avail the facility, you are required to inform the Human Capital Department at least 15 days prior to your date of joining.

In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of joining, the entire relocation assistance provided to you will be recovered in full including all applicable taxes. The recovery will be made from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

Note 7- Higher Education Support: You can claim financial assistance for higher education for a maximum of ₹100,000 per calendar year. In the event your employment is terminated by us for cause or in case of voluntary resignation within two (2) years from the date of payment, the entire amount paid to you will be recovered in full including all applicable taxes. The recovery will be deducted from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

Note 8- Employee Meals: Breakfast, Lunch, Evening Snacks & Dinner are provided and the value indicated is subject to change as per the Organisation's policies.

Note 9- Cab Facility: You can avail the home drop facility provided by the Organization, if you are working beyond 8:00 PM for work related reasons. You can also avail this facility, if you are required to work over the weekend.



Annexure I

Details of Compensation and Key Employee Benefits

Name : Ele Preethi
Position : Software Engineer

PARTICULARS	₹	
	Per Month	Per Year
A. Gross Base Compensation		
• Basic Salary	28,670	343,980
• House Rent Allowance (40% of Basic Salary)	11,468	137,592
• Flexible Benefits (Note 1)	13,377	160,612
B. Standard Benefits		
• Organization Contribution to Provident Fund	3,440	41,278
• Gratuity as per the Payment of Gratuity Act, 1972	1,378	16,538
Total Gross Base Compensation	58,333	700,000
C. Annualized Variable Compensation (Note 2)		50,000-150,000
Total Compensation		750,000-850,000
D. Key Employee Benefits *		Value of Benefit
• Group Personal Accident Insurance (Note 3)		2,800,000
• Group Medical Insurance for Dependents (Note 4)		500,000
• Group Term Life Insurance (Note 5)		2,800,000
• Relocation Assistance (Note 6)		90,000-140,000
• Higher Education Support (Note 7)		100,000
• Employee Meals (Note 8)		125,000
• Cab Facility (Note 9)		42,000

* The values provided against employee benefits are indicative and are subject to change as per the Organization's policies from time to time.

PURDUE
THE GRADUATE SCHOOL

1601-15737021

2019 parsed out

April 03, 2019

Pullagura Sai Sahithi Meghana

203-Legend Premier, Old Mla Quarters, Basheerbagh, Hyderguda, Hyderabad, 500029
500029
Hyderabad, Telangana 500029
India

Dear Pullagura,

Congratulations! This letter serves as your official notification of **admission to the Graduate School of Purdue University at the Fort Wayne campus**. I am delighted to welcome you to a community with challenging academic programs led by expert, world-renowned faculty who are dedicated to see you succeed in earning your internationally recognized Purdue degree.

The information contained within the admission information sheet of this letter is essential to your enrollment. Carefully read this material to ensure your transition to graduate school is as smooth as possible. If you are unable to register for the term specified on the second page, please notify the graduate admissions office as soon as possible. The graduate admissions office will also be able to answer specific questions you may have concerning your admission and funding.

You already know the strengths of Purdue's graduate programs. I hope that you will come to regard us as your second academic home during your time at Purdue University Fort Wayne. The Office of Graduate Studies has developed special programs for its students and is committed to the professional development of all graduate students.

Our goal is to enhance the quality of graduate student life. The Graduate Studies website at www.pfw.edu/graduate is your source for detailed information about programs and unique opportunities and organizations at our campus.

We hope that you choose Purdue University Fort Wayne and join us to make what moves the world forward!

Click here to submit your response to the offer of admission.

With best wishes for success at Purdue,



Dr. Linda Mason
Dean of the Graduate School and Professor of Entomology
Young Hall 170

Purdue University Graduate School • 155 South Grant Street • West Lafayette, IN 47907 • 1-765-494-2600 • www.purdue.edu/gradschool

PURDUE
UNIVERSITY

www.purdue.edu

PURDUE
FORT WAYNE

www.pfw.edu

PURDUE
NORTHWEST

www.pnw.edu

IUPUI

www.iupui.edu

16011573702 2

2018-19



HRD/3T/19-20/12669854

Ms. Sai Sindhu Muthyala

Candidate ID: 12669854

H.No-3-6-505,St.No-6,Muktha Villa,

Himayathnagar-500029

Hyderabad - 500029

Telangana

India

Ph: (91) 99510 68555

July 30, 2019

Dear Sai Sindhu,

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: 2019.07.30 15:07:41 +05:30
Reason: Offer Letter
Location: Bangalore

J.P.Morgan

May 7, 2019

Chede, Sai
Hno:1-8-700/40
Padma colony,Nallakunta
Hyderabad 500044

16 0115 137023

2019 passed out

Dear Sai **Spandana Chede,**

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with **J.P. Morgan Services India Private Limited (the "Company")**.

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.



HEXAGON

Hexagon Capability Center India Pvt. Ltd.
DivyaSree Trinity Campus, HITEC City, Madhapur
Hyderabad - 500 081, India, T: +91 40 30015000
www.hexagon-cci.com
CIN : U72200TG1987PTC014464

11-Sep-19

Sai Tejaswi Veeramreddy
1-1-648/4, Flat No: 101,
Dr. Narayanan Towers, Gandhi Nagar,
Hyderabad.

Sub: Employment Offer for the Position of Software Analyst

Dear Tejaswi,

Further to our recent discussions regarding employment opportunities at Hexagon Capability Center, we have the pleasure of making this offer to you to join our organization as **Software Analyst**. The immediate location of your posting is Hyderabad.

We offer you a Target Pay of Rs. 550,200/- (Rupees Five Lakhs Fifty Thousand and Two Hundred Only) the breakup of which is enclosed. This offer is valid up to 12-Sep-19 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 16-Sep-19.

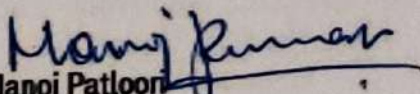
This offer is subject to you submitting the provisional certificate and Statement of Marks before you join the organization. If you expect to face any difficulty, please discuss the same with HR, prior to your acceptance of this offer. This offer is also subject to your submission of Degree Certificate within 3 months of your joining.

Kindly send the duplicate of this letter, duly signed with the information on the likely date of your joining, as a token of your acceptance. We request you to contact our Human Resources Department between 9:00 and 9.30 AM on the date of joining.

We look forward to having you on board as early as possible. We welcome you to Hexagon Capability Center India Pvt. Ltd. and wish you success in your new career.

With Best Wishes,

For Hexagon Capability Center India Pvt. Ltd.,


Manoj Patloor
Senior Manager - HR

Encl.: Benefits & other terms of employment



Dear **SAI VAISHNAVI** ,

Welcome to Amity University Online Program.

!

You have applied for the Program-Online **POST GRADUATE DIPLOMA IN MARKETING AND SALES MANAGEMENT**

We have successfully received your final eligibility document subject to verification.

Our counsellor will get in touch with you within 24 hours for further verification (If required).

For any further assistance, login into "Student Zone" and post your query. You may also call us on our toll free number 1800 102 3434 and our education counselor will get back to you soon.

Thanks

Admission Support Team,
Amity University Online Program.
Call Us- 1800 102 3434



Welcome to JPMorgan Chase & Co - 2018 Code for Good Selection Status



▶ jpmc



Shah, Yashika N 23/7/2018

to me ▾



Hello Shravya,

Congratulations!! Welcome to JPMorgan Chase & Co.!!

We are pleased to offer the position of Technology Analyst within the Technology Analyst Development Program at JPMorgan Chase & Co. We are delighted that you are joining us after successfully getting through a comprehensive and robust selection process through Code for Good.

Your tentative month of joining would be July 2019; and detailed Offer Letter with compensation break up and joining location would follow 45 days prior to your Date of Joining.

For more information, you may connect with your placement office. We wish you good luck in your forthcoming academic examinations and look forward to having you join us soon.

Regards,

Yashika N Shah | Corporate Campus Recruiting India |
Human Resources | J.P.Morgan Services India Pvt Ltd |
Tel: +91 (22) 612 52619 | yashika.n.shah@jpmchase.com
I



HRD/3T/19-20/12669576

160115737028
2018-19.

Ms. Shreya Ogety
Candidate ID: 12669576
H.No: 16/2Rt, 2Nd Floor,
Vijaya Nagar Colony
Hyderabad - 500057
Telangana
India
Ph: (91) 90323 24838

April 19, 2019

Dear Shreya,

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: 2019.04.19 16:49:10 +05:30
Reason: Offer Letter
Location: Bangalore



Dear **SAI VAISHNAVI**,

Welcome to Amity University Online Program.

!

You have applied for the Program-Online **POST GRADUATE DIPLOMA IN MARKETING AND SALES MANAGEMENT**

We have successfully received your final eligibility document subject to verification.

Our counsellor will get in touch with you within 24 hours for further verification (If required).

For any further assistance, login into "Student Zone" and post your query. You may also call us on our toll free number 1800 102 3434 and our education counselor will get back to you soon.

Thanks

Admission Support Team,
Amity University Online Program.
Call Us- 1800 102 3434



HEXAGON

Hexagon Capability Center
DivyaSree Trinity Campus, HI
Hyderabad - 500081, India,
www
CIN : U72201

To,
Dr. N L N Reddy,
Training & Placement Office and Assoc. Professor,
Chaitanya Bharati Institute of Technology,
Gandipet, Hyderabad - 500075.

Dear Sir,

We thank you and your Management for providing us an opportunity to be in your est campus to conduct our "Campus Recruitment Program - 2019". We appreciate hospitality and the arrangement made to ensure smooth process.


We congratulate the following students and welcome them onboard Hexagon Cap Center, India (HCCI) as 'Software Analyst'.

1. PALAVARAJU DEEPAK - CSE
2. DINESH GHOWDARY G - CSE
3. H. VIVEK KUMAR REDDY - IT
4. R. SWIMITHA - CSE
5. SUSTANTH SAHALA - CSE
6. SHASHANK YATHAVAKULA - CIVIL
7. KRISHNA KAMNDINYA D - MECH.
8. G. RAVI TEJA - CSE
9. RIJA RANIYA - CSE
10. SATNIKA YENIGALLA - IT

We thank all the Students who took part in HCCI's Recruitment Process. The offer would reach your office in a week's time.

We thank you and your Team for all the support and cooperation.

For Hexagon Capability Center India Pvt. Ltd.


Venkata Reddy K
Senior Lead Consultant - HR

253



Welcome to JPMorgan Chase & Co - 2018 Code for Good Selection Status



▶ jpmc



Shah, Yashika N 23/7/2018

to me ▾



Hello Shravya,

Congratulations!! Welcome to JPMorgan Chase & Co.!!

We are pleased to offer the position of Technology Analyst within the Technology Analyst Development Program at JPMorgan Chase & Co. We are delighted that you are joining us after successfully getting through a comprehensive and robust selection process through Code for Good.

Your tentative month of joining would be July 2019; and detailed Offer Letter with compensation break up and joining location would follow 45 days prior to your Date of Joining.

For more information, you may connect with your placement office. We wish you good luck in your forthcoming academic examinations and look forward to having you join us soon.

Regards,

Yashika N Shah | Corporate Campus Recruiting India |
Human Resources | J.P.Morgan Services India Pvt Ltd |
Tel: +91 (22) 612 52619 | yashika.n.shah@jpmchase.com
I



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April 19, 2019

Dear Shreya,

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

Warm regards,

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askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.04.19 16:49:10 +05:30
Reason: Offer Letter
Location: Bangalore

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

08-May-2019

Sonali Bandi

Hno:8-7-62/1, RR Nagar, RoadNo.10, Old Bowenpally, Hyderabad, 500011

9177023619

Dear Sonali,

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.



HRD/3T/19-20/12669231

Ms. Uma Maheshwari Vemmula
Candidate ID: 12669231
H.No 4-3-35,
Vinakaya Nagar Colony
Hyderabad - 500086
Telangana
India
Ph: (91) 70939 26188

May 06, 2019

Dear **Uma Maheshwari,**

Welcome to Infosys!

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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HRD/3T/19-20/12669231

May 06, 2019

Ms. Uma Maheshwari Vemmula
Candidate ID: 12669231
H.No 4-3-35,
Vinakaya Nagar Colony
Hyderabad - 500086
Telangana
India
Ph: (91) 70939 26188

Dear Uma Maheshwari,

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 **June 10, 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. Uma Maheshwari Vemmula
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. Uma Maheshwari Vemmula
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/19-20/12669387

Ms. **Bellamkonda Urvashi**

Candidate ID: 12669387

H.No :2-5-231/A,

April 19, 2019

Khammam - 507003

Telangana

India

Ph: (91) 97055 57269

Dear Bellamkonda,

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

HRD/3T/19-20/12669387

April 19, 2019

Ms. Bellamkonda Urvashi
Candidate ID: 12669387
H.No :2-5-231/A,

Khammam - 507003
Telangana
India
Ph: (91) 97055 57269

Dear Bellamkonda,

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 **May 06, 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. Bellamkonda Urvashi
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. Bellamkonda Urvashi
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. RETIARAL 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				



2018-19 period

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KARVY FINTECH

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Private & Confidential

Ref No. 216566

Date: 15 November 2018

Mr. Abhishek Mupidi,
2-2-1136/1/a, New Nallakunta
Ramalayam Lane

Hyderabad - 500044

Dear Abhishek Mupidi,

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 Fintech Private Limited**, as per the terms and conditions mentioned herein:

1. Date of joining, posting & location

You will join us on **27 May 2019** in our **Kcpl** Division at **Hyderabad**. Your title will be, **Executive Trainee** in **Grade S0 (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 compensation is a private and confidential matter and you are advised to 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.

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.



INTERNSHIP APPOINTMENT LETTER

Date: 11 February 2019

Dear Mr Aditya Kante

Address: Hanumanpet , 18-197/1 , West Malkajgiri , Hyderabad 500047

We are pleased to welcome you to Think And Learn Pvt Ltd. as an Intern Plus Placement

Your Internship period will be from 11 February 2019 for not more than 6 months. You will be paid a stipend of Rs.25000/- (Twenty Five Thousand Rupees only) per month.

You would be required to complete all joining formalities and sign a Non-Disclosure Agreement on joining Think And Learn Pvt Ltd. as an Intern for a designated period.

Disciplinary issues, non-performance, non-adherence to code of conduct during internship can result in non-confirmation of your final offer.

Wish you the very best for an exciting journey with us.

Thanking you,

Yours faithfully

Deeptha A R



H.R. Head
Think & Learn Pvt. Ltd

I hereby agree to and accept the terms of internship offer.

Aditya Kante
Place: Hyderabad

Date: 11 February 2019



University of Pittsburgh

School of Computing and Information

Information Sciences Building, Fifth Floor
135 North Bellefield Avenue
Pittsburgh, PA 15260
412-624-5230
Fax: 412-624-5231
www.sci.pitt.edu

3/26/2019

Dear Mr. Akhil Somalanka,

Congratulations! The School of Computing and Information at the University of Pittsburgh is pleased to admit you to the Master of Science in Information Science (MSIS) degree program starting in the Fall 2019. We hope you will choose to join our innovative community of 1100+ faculty, staff, and students! Our offer of admission to you indicates our confidence that you will be a successful and engaged member of this community.

Your offer of admission does not include financial assistance from the School, but you may investigate other potential aid sources here: <http://sci.pitt.edu/academics/financial-aid/>.

To accept our offer of admission, please access [PSMobile](#), login, and accept your offer of admissions no later than 4/15/2019. Once you have accepted this offer, a copy of this admission letter will be sent to you via postal mail in case you need an official copy for visa or financial purposes. If you have any questions about admissions or deferment (changing term of entry), please contact us at sciadmit@pitt.edu or 1-800-672-9435.

For your convenience, we have included a few additional admission notes at the end of this letter to help ensure a smooth transition when you arrive on campus. You are welcome to contact your academic advisor, Dr. Hassan Karimi with any initial academic or enrollment questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Cohen".

Paul Cohen
Dean and Professor
The School of Computing and Information
The University of Pittsburgh

Admissions Notes:

You must provide proof of completion of all relevant prior degrees before beginning your graduate studies (All undergrad degrees and any graduate studies and/or degrees). Upon arrival, you are required to schedule an appointment with [SCI Admissions Team](#) to present your original academic documents verifying that you graduated from any prior degrees (final transcripts for U.S. degrees, degree certificates or diplomas for international degrees). Any prior degrees from the University of Pittsburgh do not need to be verified.

We must receive official copies of all required standardized test scores you submitted - TOEFL, GRE, IELTS, GMAT - directly from the testing agency prior to the start your graduate program. If you have not already requested these to be sent to us, please contact the appropriate testing agency to request that your official test score be sent to the University of Pittsburgh (as long as you have indicated at least the general code for the University of Pittsburgh, we will receive it).

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Jun 14, 2019

Anirudh Valpadasu

Hi Anirudh,

At EA, we exist to inspire the world to play. I'm thrilled to invite you to be part of a global team of pioneers who create amazing experiences every day for over 300 million people around the world. In this environment, you'll be encouraged to experiment, create and push the boundaries of our industry. You will be surrounded by passionate people just like you who are pursuing what they love.

EA is a place where you will learn, develop and do some of the best work of your career. We are incredibly excited for what our future holds at EA and for you to be a part of it.

In this letter, you'll find the terms of your offer as well as few forms we'd like you to review and sign. If you have any questions at all, please reach out to Bodhi Bhagya Laxmi Reddy.

We hope that you will decide to connect your future to ours so we can inspire, dream and play together.

Sincerely,

Mala Singh
Chief People Officer
Electronic Arts

LETTER OF OFFER

To: Anirudh Valpadasu

SUB: Offer of employment in Electronic Arts Games India Private Limited as Software Engineer I.

Dear Anirudh,

We are pleased to extend an offer to you to join Electronic Arts Games India Private Limited (the "Company") as Software Engineer I. Your anticipated start date is June 17, 2019 and the offer

Ref No. 216497

Date: 14 November 2018

Mr. Chakravarthy Annam,
1-85/3, Parajitha Nilayam, Bhavani Nagar

Hyderabad - 500076

Dear Chakravarthy Annam,

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KARVY
Computershare

Private & Confidential

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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 **S0 (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.

Karvy Computershare Private Limited
Corporate Office: Karvy Selenium Tower B, Plot No 31 & 32, Gachibowli, Financial District.
Nanakramguda, Serilingampally, Hyderabad - 500 032, Tel: +91 4067161500, 33211500

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.



Date : May 23, 2019

Chandahas Reddy Mandapati
Flat No-101, Sai Spurthi Housing Complex,
Kaktiya Nagar, Chintal,
Quthbullapur, Hyd 500054

160115737037

2019 passed out

Dear Chandahas Reddy
Mandapati,

We are pleased to offer you employment with Delhivery Private Limited ("the company") in the position of Developer-Technology at the company's office located at Hyderabad, on the terms and conditions set out hereinafter:

EMPLOYMENT

Your effective date of joining shall be no later than July 22, 2019

Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at Hyderabad. However, your services are transferable and you may be assigned / transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person / company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the Relocation Policy of the Company. Parts of the Company operate on a 24X7 basis and are open for 365 days in a year.



HRD/3T/19-20/12669389

Mr. Deekshith Ganapuram

Candidate ID: 12669389
H.No 1-4-1066,
Lbs Nagar
Bodhan - 503185
Telangana
India
Ph: (91) 83285 84850

April 19, 2019

Dear Deekshith,

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

HRD/3T/19-20/12669389

April 19, 2019

Mr. Deekshith Ganapuram
Candidate ID: 12669389
H.No 1-4-1066,
Lbs Nagar
Bodhan - 503185
Telangana
India
Ph: (91) 83285 84850

Dear Deekshith,

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 **May 06, 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

_____ 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. Deekshith Ganapuram
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. RETIARAL 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. Deekshith Ganapuram
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. RETIARAL 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				



26-Nov-2019



Dheeraj Reddy Jambula,
B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485462

Dear **Dheeraj Reddy,**

With reference to the discussions that we had with you, we are pleased to offer you the role of **Associate - Projects** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

You are entitled to an **Annual Total Compensation (ATC) of Rs.650,004/-**. This includes an annual incentive of **Rs.60,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules and regulations 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
- 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 Private 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:	Dheeraj Reddy Jambula	Designation:	Associate - Projects
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Sl. No.	Description	Monthly	Yearly
1	Basic	17225	206,700
2	HRA @60% of basic*	10335	124,020
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2067	24,804
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	15490	185,880
	Annual Gross Compensation		590,004
	Incentive Indication (per annum)**		60,000
	Annual Total Compensation		650,004
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		9,938
	Annual Total Remuneration		675,942

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 the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **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.



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

November 24, 2021

To Whom It May Concern

This is to certify that **Mr. Chaturvedula Eswar Sai Teja (Employee ID - 00560131)** is employed with our organization since **August 12, 2019** and is currently designated as **XIN-DC 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: 11.24.2021; 18:13:19 IST

Executive Manager
Employee Life Cycle Events
Core Talent Services
ushydhrecc@deloitte.com



HRD/3T/19-20/12669572

Mr. Eswarnaik Hasavath
Candidate ID: 12669572
S/O H.Adhi Narayana,H.No:-4-45,
Kistapuram(Vi),Thumburu(Po)
Khammam - 507303
Telangana
India
Ph: (91) 95532 84897

June 28, 2019

Dear Eswarnaik,

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

HRD/3T/19-20/12669572

June 28, 2019

Mr. Eswarnaik Hasavath
Candidate ID: 12669572
S/O H.Adhi Narayana,H.No:-4-45,
Kistapuram(Vi),Thumburu(Po)
Khammam - 507303
Telangana
India
Ph: (91) 95532 84897

Dear Eswarnaik,

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.

Leave

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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

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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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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

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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. Eswarnaik Hasavath
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. Eswarnaik Hasavath
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				





UANGTEMAN



Appointment Letter Private & Confidential

22 May 2019

Mr. Koushik Gadpale
Hyderabad.

Dear Mr. Koushik,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Data Scientist** in **Uangteman Technologies Pvt. Ltd., Hyderabad** on the following terms and conditions.

Date of Joining: Your joining date will be on or before **7th June, 2019**.

Salary: Your Annual Total Employment Cost to the company would be 4,00,000.(Rupees Four Lakhs Only). The details of which is been given in the Annexure attached below.

Place/Transfer: Your present place of work will be at **Uangteman Technologies Pvt. Ltd., 1st Floor, C/o Dwaraka Central Building, Plot No. 57, Hitech City Rd, VIP Hills, Jaihind Enclave, Madhapur, Hyderabad**, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

Uangteman Technologies Pvt. Ltd.
D.No.101, Plot No.156, 157, SYNO-3, Saranya Apts,
Behind Turbo Machinery, Bachupally, Hyderabad
Telangana-500092
contact@uangteman.com | www.uangteman.com



UANGTEMAN

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
9. Any change in joining date should be communicated within 15 days of offer issue after that no changes entertained and next eligible candidate is considered for position.
10. Not showing up on joining date will be considered as offer rejection

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to **Uangteman Technologies** family and look forward to a fruitful collaboration.

With best wishes,

For UangtemanTechnologies Pvt. Ltd.

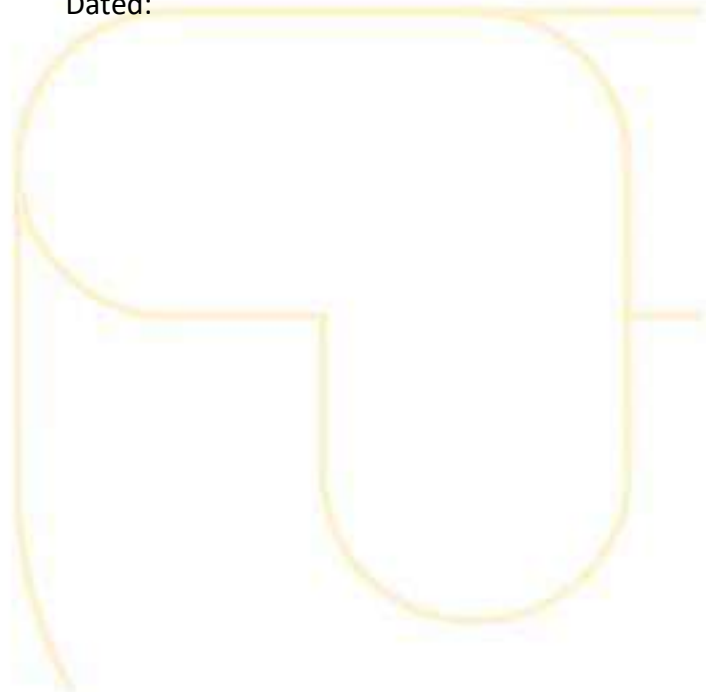
Accepted and Agreed

Vijay Kumar Donthineni

Koushik Gadpale

AVP, Delivery Manager

Dated:





UANGTEMAN

Annexure : Compensation Details

Date: 22 May, 2019

Mr. Koushik

Designation	Data Scientist	
CTC:	33,333	4,00,000
Variable Pay		
CITY:	Hyderabad	
No. of Childrens		
COMPONENTS	MONTHLY	ANNUAL
A) Taxable Components		
Basic	13,333	1,60,000
Special Allowance	11,817	1,41,800
TOTAL (A)	25,150	3,01,800
B) Allowance & Reimbursement		
House Rent Allowance	5,333	64,000
Conveyance Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
TOTAL (B)	8,183	98,200
Sub Total (A+B)	33,333	4,00,000
C) Gross Salary	33,333	4,00,000
D) Total deduction's allowable		
Professional Tax	200	2,400
Provident contribution's		
ESIC		
Tds		
TOTAL (D)	200	2,400
Net Pay (C-D)	33,133	3,97,600

- Upon joining the Company, you will also be enrolled in the Medical Insurance Benefits which is upto 5lacs covering your family. The premium is paid by company but not part of CTC.
- TDS and other deductions are availed as per Income tax act,1961.
- PF is part of special allowance.

Uangteman Technologies Pvt. Ltd.
D.No.101, Plot No.156, 157, SYNO-3, Saranya Apts,
Behind Turbo Machinery, Bachupally, Hyderabad
Telangana-500092
contact@uangteman.com | www.uangteman.com



HRD/3T/19-20/12669862

Mr. Krishna Raj Singaram

Candidate ID: 12669862
H.No 14-3-31,
Gopal Swammy Temple,
Warangal - 506002
Telangana
India
Ph: (91) 81430 44443

June 28, 2019

Dear 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

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/19-20/12669862

June 28, 2019

Mr. Krishna Raj Singaram
Candidate ID: 12669862
H.No 14-3-31,
Gopal Swammy Temple,
Warangal - 506002
Telangana
India
Ph: (91) 81430 44443

Dear 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 **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.

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. Krishna Raj Singaram
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	Mr. Krishna Raj Singaram
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/19-20/12669229/E

Mr. Naga Vikas Pabba

Candidate ID: 12669229

H.No 4-4-61,

Reddy Wada

Sircilla - 505301

Telangana

India

Ph: (91) 93900 22052

August 26, 2019

Dear Naga Vikas,

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

HRD/3T/19-20/12669229/E

August 26, 2019

Mr. Naga Vikas Pabba
Candidate ID: 12669229
H.No 4-4-61,
Reddy Wada
Sircilla - 505301
Telangana
India
Ph: (91) 93900 22052

Dear Naga Vikas,

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. Naga Vikas Pabba
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. Naga Vikas Pabba
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				



64	Madhuri Kandi	9100674224	160115735013	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
65	Shiva shanth reddy Gurrala	9908083888	160115735169	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
66	Vivek Kodepaka	8008962093	160115735060	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
67	Ranjith Boorugula	9010105700	160114735045	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
68	Bhanu prakash Renikuntla	7794822267	160115735089	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
69	Kasarla Sai Pratheek Reddy	9010391443	160115735167	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
70	Mounika Amgoth	7036550995	160115735128	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
71	Rajashekar Reddy Minipuri	7730958463	160115735314	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
72	Bindu Devalla	9908782335	160115735065	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
73	Saikumar Gajji	8801122641	160115735110	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
74	Arvind Keesara	8801198729	160115735330	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
75	Morika Satla	7893357117	160115735068	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
76	Varshitha Indukuri	7661076524	160115735139	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
77	Harini Kolloju	7396114611	160115735009	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
78	Aruru Kumar Allam	7286082054	160115735037	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
79	Srikanth Naradasu	9848772044	160115735105	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
80	Rahul Devunuri	9652368045	160115735103	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
81	Karthik reddy Gaddam	8586839444	160115735146	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
82	Ruchitha Ambothu	8501996288	160115735073	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
83	Roshini Bijjala	9133643676	160115735072	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
84	Sujan Kumar Vasimalla	9160572369	160115735171	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
85	Apeksha Khairtabad	9642671235	160115735002	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
86	Jatin Lingala	9618771771	160115737097	Information Technology (IT)	B.E.(Bachelor of Engineering)
87	Manish Enishetty	9849052324	160115737099	Information Technology (IT)	B.E.(Bachelor of Engineering)
88	Krishna Teja Jamalapuram	9959873703	160115737098	Information Technology (IT)	B.E.(Bachelor of Engineering)
89	SRINU NAIK Mudavath	9515351330	160115737114	Information Technology (IT)	B.E.(Bachelor of Engineering)
90	Sai sandesh Goud Sunkishaia	7075638555	160115737110	Information Technology (IT)	B.E.(Bachelor of Engineering)
91	Abhinav Raju Nadimpally	8008200062	160115737085	Information Technology (IT)	B.E.(Bachelor of Engineering)
92	Roshini Palle	9100321361	160115737070	Information Technology (IT)	B.E.(Bachelor of Engineering)
93	Indrani Budigam	9154057241	160115737065	Information Technology (IT)	B.E.(Bachelor of Engineering)
94	Sandeep Gurram	9182741393	160115737314	Information Technology (IT)	B.E.(Bachelor of Engineering)
95	Geetha Julakanti	9676996767	160115737011	Information Technology (IT)	B.E.(Bachelor of Engineering)
96	Ujwal Dasari	7207871593	160115737056	Information Technology (IT)	B.E.(Bachelor of Engineering)
97	Srujan Tikayyolla	9700031175	160115737055	Information Technology (IT)	B.E.(Bachelor of Engineering)
98	Madhuri Kurri	9100622373	160115737016	Information Technology (IT)	B.E.(Bachelor of Engineering)
99	Satvika Yenigalla	9490547448	160115737026	Information Technology (IT)	B.E.(Bachelor of Engineering)
100	Sonali Bandi	9177023619	160115737029	Information Technology (IT)	B.E.(Bachelor of Engineering)
101	Rishi Chandana Chinthareddy	9912416566	160115737069	Information Technology (IT)	B.E.(Bachelor of Engineering)
102	Aparna Reddy	7995229295	160115737005	Information Technology (IT)	B.E.(Bachelor of Engineering)
103	Pavan Raj Gajarla	9177205766	160115737046	Information Technology (IT)	B.E.(Bachelor of Engineering)

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



CONGRATULATIONS!

Welcome to UMKC

UMKC Student Number: 16307846

UMKC SSO: PCZRY

Dear Pavan,

Congratulations! You have been admitted to the University of Missouri-Kansas City starting in the Spring 2021 semester with a plan of study of Computer Science MS. Choosing UMKC means you are now a member of a vibrant and diverse urban community. UMKC faculty, staff, and students are all here to support your goals and help you succeed!

We are thrilled to inform you that you have earned a Full DISA scholarship. You will receive an official scholarship letter in the admission documents email that will be sent to you soon.

In response to the global impact of COVID-19, the US federal government will now allow US universities to issue I-20 documents digitally, as well as use digital signatures. You will receive an email within 3 to 10 business days with a PDF of your I-20 with a digital signature. This email will also include our Pre-Arrival brochure with helpful information related to obtaining your visa, as well as preparing for life in Kansas City at UMKC.

Transcripts and test scores uploaded by students are not considered official. Any official documents we still require from you are listed below.

Official Individual Marksheets Including Any Backlogs for Chaitanya Bharathi institute of technology - Missing

We look forward to welcoming you to Kansas City and your new campus very soon! In the meantime, look for emails from our office to help you prepare for your arrival.

Sincerely,

A handwritten signature in black ink, appearing to read "Joy Stevenson". The signature is fluid and cursive.

Dr. Joy Stevenson
Director of International Student Affairs, Center for International Academic Affairs



Ref: TCSL/CT20162014560/1157941/Hyderabad
Date: 14 June 2019

MR. PRAVIN KISHORE KOYALKAR
18-7-739/17/4 Sri Ram Nagar Colony,
Gowlipura, Hyderabad,
Telangana-500053.
Tel# 918125261139

160115737048
2019 passed out

Sub: Joining Letter

Dear Mr. Pravin Kishore Koyalkar,

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 **25th July 2019** and your TCS Xperience program location is **Hyderabad**. Considering your preference and the business requirements of TCSL, your work location is **Hyderabad** and your stream is **IT**.

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

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)

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 **25th July 2019** to avoid delays in onboarding.

Private and Confidential

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Akruti Business Port Gateway Park Road NO 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

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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.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: January 5, 2019

Ref No: HR/Campus/LO201930167/1

Kadevari Rohith
Chaitanya Bharathi Institute of Technology

Letter of Intent ("LOI")

Dear Kadevari Rohith,

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,

Carnegie Mellon University

Masters Programs in Software Engineering

Institute for Software Research
Carnegie Mellon University
300 S. Craig Street
Pittsburgh, Pennsylvania 15213

March 7, 2019

Mr. Raja Sri Sai Jagannath Saragadam

Plot No.134-B, Flat 3B, Kk Mansion, S.R Nagar, Lane 18
Near Sri Amogha Junior College
Hyderabad, Telangana 500038
India

Dear Mr. Saragadam:

Thank you for your application to the Master of Software Engineering Professional Program at Carnegie Mellon University. As you know, our program is a small and highly-selective one. Each year we receive a large number of applications from qualified candidates who are clearly capable of performing well academically and of making significant contributions.

The Admissions Committee met last week to review the candidates to both the Master of Software Engineering (MSE) and the Master of Science in Information Technology-Software Engineering (MSIT-SE) programs. Applicants to the MSE program who may not meet its admission requirements, most often the minimum number of years of professional work experience and/or software project experience, are reviewed a second time for the MSIT-SE program.

Your academic profile confirms your commitment to personal and educational growth. It is my pleasure to inform you that you have been admitted to the 2019 class of the Master of Science in Information Technology-Software Engineering Program. We are confident that you will be a valuable contributor not only to the program, but to the extended university community as well.

We hope that you will accept our offer of admission and pursue graduate study at Carnegie Mellon. Be advised that unless you have already sent your official transcript(s), GRE and/or TOEFL scores at the time of application, you are required to provide these now prior to your enrollment at CMU. If you have questions specifically related to this matter or to your admission, we ask that you contact the program's administrator, Lauren Martinko (laurenma@cs.cmu.edu). Lauren's mailing address is:

Lauren Martinko
Carnegie Mellon University
300 S. Craig Street, Rm 276
Pittsburgh, PA 15213

On behalf of the faculty, staff, current students and alumni of Carnegie Mellon's Master of Software Engineering Professional Programs, I extend to you our sincere congratulations and a warm welcome. We share your enthusiasm about your future, and look forward to your arrival in mid-August as a Fall 2019 graduate student.

Sincerely,



Anthony Lattanze, Director

Master of Software Engineering Professional Programs

Roll No.	Full Name	Specilization / Branch
160115734040	Pruthvichandra Singasani	Electrical & Electronics Engg
160115734112	Srinagh Chalasani	Electrical & Electronics Engg
160115734087	Jay Panara	Electrical & Electronics Engg
160115734098	Gudipudi Rahul	Electrical & Electronics Engg
160115734089	Madhu Amaraboina	Electrical & Electronics Engg
160115734081	Vaishnavi Voddnaalaa	Electrical & Electronics Engg
160115734075	Sankeerthana Jangam	Electrical & Electronics Engg
160115737009	Brahmani Thota	Information Technology
160115737001	Abhishiktha Kommarthi	Information Technology
160115737007	Ashritha Polneni	Information Technology
160115737052	SHAIK MATHEEN	Information Technology
160115737033	Aditya Kante	Information Technology
160115737104	Ritesh Nela Kosigi	Information Technology
160115737075	Shaik Kareema	Information Technology
160115737076	Shreeshma Baimeedi	Information Technology
160115737112	Shivaramteja Keerthi	Information Technology
160115737100	Naga Akhil Belide	Information Technology
160115737045	Naga Vikas Pabba	Information Technology
160115737030	Uma Maheshwari Vemmula	Information Technology
160115737008	Bhavitha Maile	Information Technology
160115737022	Sai Sindhu Muthyala	Information Technology
160115737019	Pragna Challa	Information Technology
160115737058	Vasudeva Gudimalla	Information Technology
160115737106	Sai Kiran Chavan	Information Technology
160115737073	Sandhya Lingamalla	Information Technology
160115737118	Vivek Kumar Reddy Hanumareddy	Information Technology
160115737064	Deepika Bomma	Information Technology
160115737086	Abhiram Komanduri	Information Technology
160115737002	Alekhya Nalla	Information Technology
160115737020	Preethi Ele	Information Technology
160115737031	Bellamkonda Urvashi	Information Technology
160115737038	Deekshith Ganapuram	Information Technology
160115737082	Vigna Shree Telukunta	Information Technology
160115737072	Sai Rishitha Gorantla	Information Technology
160115737074	Sathya Sri Pasham	Information Technology
160115737084	Yashaswi Kakumanu	Information Technology
160115737111	Sanjeev Dumpala	Information Technology
160115737108	Sai Shashank Veesam	Information Technology
160115737048	Pravin Kishore Koyalkar	Information Technology
160115737051	Sai Kiran Varnakavi	Information Technology
160115737041	Eswarnaik Hasavath	Information Technology
160115737043	Krishna singaram	Information Technology

Dr. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.ir

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HRD/3T/19-20/12669066

Mr. Shaik Abdul Matheen
Candidate ID: 12669066
Cascade Greens, Rose Block-203,
NCl North Colony, Kompally
Hyderabad - 500014
Telangana
India
Ph: (91) 78939 79092

April 19, 2019

Dear Shaik,

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

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, sweeping flourish above it.



May 8, 2019

panigrahi, siddharth
H no: 18-10-64 sonic apartments, backside abood jaidi function hall ,barkas
chandrayangutta, keshogiri post
hyderabad 500005

Dear siddharth panigrahi,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

APPENDIX A - Personal Employment Terms and Conditions
--

A1. Title/Category

You will join us as an Analyst in the Software Engineer Program, Class of 2019, at JPMorgan Chase & Co..

Your position and title may change as a result of successful completion of the Program, promotion, or other operational requirements of the Company's business.

A2. Employment Commencement Date

Your employment is expected to commence on July 11, 2019. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours / Place of Work

Your manager will assign you specific working hours, often during J.P. Morgan's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

You will normally work at the Company's offices in Hyderabad, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

A4. Remuneration

Your total fixed pay will be INR 900,000.00 per annum and comprises the following components:

		Rupees p.a.
i)	Basic Salary	270,000.00
ii)	Housing Allowance	135,000.00
iii)	Special Allowance	422,600.00
iv)	Leave Travel Allowance	40,000.00
v)	Comp. contribution to Provident Fund	32,400.00
A.	Total Fixed Pay	900,000.00

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR100,000.00, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P. Morgan may satisfy all or part of this repayment obligation by withholding, to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave J.P. Morgan.

A5. Probationary Period

Your employment will be subject to a probationary period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement**A6.1 Annual Leave**

You are entitled to 20 working days of annual leave with full pay in every calendar year in accordance with the Company's Human Resources Policies and applicable law. If you work part-time hours, your annual leave

entitlement will be pro-rated to reflect your part-time hours worked.

A6.2 Other Leave

You can find further details of other leave entitlements in paragraph 5 of Appendix B.

A7. Benefits

You are eligible to join the Company's benefits programs as amended from time to time. Further details will be provided to you separately.

A8. Retirement Scheme

You are eligible for retirement benefits, and can find details in paragraph 11 of Appendix B.

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 15 days' written notice or payment of wages in lieu of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

As outlined in the Company's Code of Conduct, we expect all employees to hold themselves to the highest standards of ethical conduct. In order to avoid conflicts of interest or the appearance of conflicts of interest, in the event that during your participation in J.P. Morgan's Analyst/Associate program you accept an offer of employment from another employer (regardless of the nature of its business or whether it is a client or competitor of J.P. Morgan), you must notify your manager no later than 3 business days of your acceptance of the offer.

Signature: siddharth panigrahi Date: 09-MAY-2019

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS**B1. Employment**

B1.1 Your employment is subject to:

- a) your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;
- b) the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and
- c) your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:
 - i) you are not in breach of any prior employment contract;
 - ii) you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and
 - iii) you are not subject to any other employment or any contractual post-employment restraints
 - iv) you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

B1.2 Whilst you and/or the Company may have agreed a tentative date of commencement of employment with the Company, you will not, unless the Company decides otherwise, be able to commence employment with the Company without our receipt of completed and satisfactory results from our pre-employment screening process.

B1.3 You may be required to provide services for other members of the Group throughout your employment. When providing these services, you may from time to time be required to travel and work in different locations within and outside your hiring location.

B1.4 Your employment shall continue until your retirement age of 60 or until terminated in accordance with paragraph 4 in Appendix B.

B2. Remuneration

B2.1 We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

B2.2 You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

B3. Incentive Compensation

B3.1 In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with the terms of its performance based incentive compensation plan in place and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of cash, restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock") and/or stock options or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future performance, individual achievement, business unit and Group corporate results. The Award will be planned and communicated in United States dollars or in your local currency in accordance with the published Incentive Plan then in effect and applicable to your role and business area within the Company.

- B3.2 Awards are subject to applicable taxes, the [JPMorgan Chase Bonus Recoupment Policy](#), and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.
- B3.3 Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.
- B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

- B4.1 Your employment may be terminated as follows:
- a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.
 - b) By the Company at any time without notice or compensation if you:
 - i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
 - ii) seriously breach the Code of Conduct and any other Company policies;
 - iii) disobey the Company's lawful and reasonable instructions/requirements;
 - iv) habitually neglect your duties; or
 - v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.
- B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:
- (a) suspend you from the performance of any duties or assign you alternative duties;
 - (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
 - (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
 - (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
 - (e) remove your access to the Company premises and computer systems;
 - (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
 - (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

- B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.
- B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.
- B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.
- B4.6 During any Notice Period:
- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
 - b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
 - c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

B5.1 Annual Leave

- a) Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time. You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time. The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.
- b) After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.
- c) You must comply with the Company's 'consecutive days leave' policies.
- d) For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

B5.2 Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

B5.3 Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or

another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the Company's policies and Group code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

B7. Return of Company Property

You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

B8. Post Employment Restrictions

B8.1 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

B8.2 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

B8.4 In this paragraph B8:

- a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
- b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
- c) "Restricted Client" means any person:
 - i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
 - ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;
 - iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
- d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever

reason.

B8.5 You acknowledge and agree:

- a) that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- b) that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- c) that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- d) that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- e) that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- f) that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- g) that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- h) that you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- i) in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:

- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and

- (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.

B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.

B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

B10.1 The total of your official working hours (excluding one hour lunch daily) is 40 hours per week. Your local business management will schedule your work hours, which depend on the needs of the business and may be outside of these core hours.

B11. Retirement Benefits

B11.1 Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and the Company's Human Resources policies that are in force and amended from time to time.

B12. Miscellaneous

B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.

B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.

B12.4 The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of the Group's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the Group).

B13. Contract Execution

B13.1 You acknowledge and agree that:

- (a) This letter may be delivered in a digital or physical format. Subject to any applicable law, where the letter is provided in a digital format, you acknowledge and agree that it is being executed electronically and that it is enforceable.
- (b) You have read and understood the terms of this letter and have been provided with an opportunity to review and discuss the terms of it with advisors, if you so desire.
- (c) Should any further assurances be required or sought by the Company, you shall in good faith perform such further actions (including executing a physical copy of this letter)

B14. Governing Law and Jurisdiction

This letter and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of India. You and the Company submit to the non-exclusive jurisdiction of the Andhra Pradesh courts in relation to any dispute arising in connection with your employment and this letter.

Signature: siddharth panigrahi Date: 09-MAY-2019

APPENDIX C - SYSTEMS MONITORING ACTIVITIES AND CROSS-BORDER TRANSFERS, PERSONAL ACCOUNT DEALING POLICY, AND CODE OF CONDUCT**Appendix: Systems Monitoring Activities and Cross-Border Transfers:**

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your In Scope Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed In Scope Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

Seasonal Worker model for individuals joining in formal seasonal/Short term programs:

JPMorgan Chase requires that seasonal workers refrain from trading in In Scope Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my In Scope Accounts
2. I understand that the Firm has the right to request account information for any of my In Scope Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my In Scope Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade.

*The term In Scope Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing In Scope Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by [clicking here](#) or via the internet at <https://www.jpmorganchase.com> > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;
- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers; and
- It is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited

from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: siddharth panigrahi Date: 09-MAY-2019

J.P. Morgan Services India Private Limited

Corporate Identity Number : U72900MH2000PTC124073

Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India

Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

Date: 15 November 2018

Ms. Soumith Peketi,
2-33-4, Peketi, Vari Street
Sri Nagar

Kakinada - 533003

Dear Soumith Peketi,

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 **1 January 2019** in our **Kcpl** Division at **Hyderabad**. Your title will be, **Executive Trainee** in Grade **S0 (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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Ref No. 216540

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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **2 of 10**

Ref No. 216540

(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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **3 of 10**

Ref No. 216540

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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Ref No. 216540

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, malafide 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 **6 August 1997** 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.

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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **5 of 10**

Ref No. 216540

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.

Karvy Computershare Private Limited

**Corporate Office: Karvy Selenium Tower B, Plot No 31 & 32, Gachibowli, Financial District.
Nanakramguda, Serilingampally, Hyderabad - 500 032, Tel: +91 4067161500, 33211500**

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 2331-2454/2332-0751/752/251 | F: +91-40-2331-1968 | www.karvy.com | www.karvycomputershare.com | CIN No: U724400TG2003PTC041636

Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **6 of 10**

Ref No. 216540

- (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: Soumithpeketi@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

**Corporate Office: Karvy Selenium Tower B, Plot No 31 & 32, Gachibowli, Financial District.
Nanakramguda, Serilingampally, Hyderabad - 500 032, Tel: +91 4067161500, 33211500**

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 2331-2454/2332-0751/752/251 | F: +91-40-2331-1968 | www.karvy.com | www.karvycomputershare.com | CIN No: U724400TG2003PTC041636

Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **7 of 10**

Ref No. 216540

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. 216540

Annexure – I

Compensation Structure

Name: Soumith Peketi 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
 Mediciam : Covered under ESIC or Mediciam 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.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

10-Apr-2019

Srujan Tikayyolla

**H.No : 6-18-124, Old NGOS colony, Subash Nagar, Nizamabad
9700031175**

Dear **Srujan,**

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.

64	Madhuri Kandi	9100674224	160115735013	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
65	Shiva shanth reddy Gurrala	9908083888	160115735169	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
66	Vivek Kodepaka	8008962093	160115735060	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
67	Ranjith Boorugula	9010105700	160114735045	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
68	Bhanu prakash Renikuntla	7794822267	160115735089	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
69	Kasarla Sai Pratheek Reddy	9010391443	160115735167	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
70	Mounika Amgoth	7036550995	160115735128	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
71	Rajashekar Reddy Minipuri	7730958463	160115735314	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
72	Bindu Devalla	9908782335	160115735065	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
73	Saikumar Gajji	8801122641	160115735110	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
74	Arvind Keesara	8801198729	160115735330	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
75	Morika Satla	7893357117	160115735068	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
76	Varshitha Indukuri	7661076524	160115735139	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
77	Harini Kolloju	7396114611	160115735009	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
78	Aruru Kumar Allam	7286082054	160115735037	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
79	Srikanth Naradasu	9848772044	160115735105	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
80	Rahul Devunuri	9652368045	160115735103	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
81	Karthik reddy Gaddam	8586839444	160115735146	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
82	Ruchitha Ambothu	8501996288	160115735073	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
83	Roshini Bijjala	9133643676	160115735072	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
84	Sujan Kumar Vasimalla	9160572369	160115735171	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
85	Apeksha Khairtabad	9642671235	160115735002	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
86	Jatin Lingala	9618771771	160115737097	Information Technology (IT)	B.E.(Bachelor of Engineering)
87	Manish Enishetty	9849052324	160115737099	Information Technology (IT)	B.E.(Bachelor of Engineering)
88	Krishna Teja Jamalapuram	9959873703	160115737098	Information Technology (IT)	B.E.(Bachelor of Engineering)
89	SRINU NAIK Mudavath	9515351330	160115737114	Information Technology (IT)	B.E.(Bachelor of Engineering)
90	Sai sandesh Goud Sunkishaia	7075638555	160115737110	Information Technology (IT)	B.E.(Bachelor of Engineering)
91	Abhinav Raju Nadimpally	8008200062	160115737085	Information Technology (IT)	B.E.(Bachelor of Engineering)
92	Roshini Palle	9100321361	160115737070	Information Technology (IT)	B.E.(Bachelor of Engineering)
93	Indrani Budigam	9154057241	160115737065	Information Technology (IT)	B.E.(Bachelor of Engineering)
94	Sandeep Gurram	9182741393	160115737314	Information Technology (IT)	B.E.(Bachelor of Engineering)
95	Geetha Julakanti	9676996767	160115737011	Information Technology (IT)	B.E.(Bachelor of Engineering)
96	Ujwal Dasari	7207871593	160115737056	Information Technology (IT)	B.E.(Bachelor of Engineering)
97	Srujan Tikayyolla	9700031175	160115737055	Information Technology (IT)	B.E.(Bachelor of Engineering)
98	Madhuri Kurri	9100622373	160115737016	Information Technology (IT)	B.E.(Bachelor of Engineering)
99	Satvika Yenigalla	9490547448	160115737026	Information Technology (IT)	B.E.(Bachelor of Engineering)
100	Sonali Bandi	9177023619	160115737029	Information Technology (IT)	B.E.(Bachelor of Engineering)
101	Rishi Chandana Chinthareddy	9912416566	160115737069	Information Technology (IT)	B.E.(Bachelor of Engineering)
102	Aparna Reddy	7995229295	160115737005	Information Technology (IT)	B.E.(Bachelor of Engineering)
103	Pavan Raj Gajarla	9177205766	160115737046	Information Technology (IT)	B.E.(Bachelor of Engineering)

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



160115737058

2018-19 p.out

②

Offer: Computer Consultancy
Ref: TCSL/CT20182540401/Hyderabad
Date: 25/09/2018

Mr. Vasudeva Gudimalla
Flat No. 401-A, A Block, Sri Sai Krupa AptsMadinaguda,
Pranaam Hospital,
Hyderabad-500050,
Telangana.
Tel# -

Dear Vasudeva Gudimalla,

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/CT20182540401

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/COV/12669565/19-20

May 24, 2019

Mr. Vishal Anand Chenna
H.No.11-3-27/2, Plot No. 10, Road No. 13,
Sri Venkateshwara Colony, Saroornagar,
Hyderabad - 500035
India

Ph: (91) 8187834816

Dear Vishal Anand,

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

HRD/12669565/19-20

May 24, 2019

Mr. Vishal Anand Chenna
H.No.11-3-27/2, Plot No. 10, Road No. 13,
Sri Venkateshwara Colony, Saroornagar,
Hyderabad - 500035
India

Ph: (91) 8187834816

Dear Vishal Anand,

Congratulations! We are delighted to make you an offer as **Specialist Programmer - Global Delivery** and your role is **Specialist Programmer**.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **June 17, 2019**.

Location

Your location for training is **Mysore, India** ("work location"). 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.

Your location of final posting shall be communicated to you by the Human Resources Department ("HR") of the Company upon your successful completion of the initial training at the **Mysore** facilities of the Company. For the purpose of clarification, the location of your final posting shall be at the sole discretion of the Company.

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.*



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

Probation and confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure – III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, 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 financial 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.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 56,668** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 66,668 per month**. The break-up of your salary has been provided in the Compensation Details sheet at Annexure – I.

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 10,000**. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Guaranteed Performance Bonus

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your on-target Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet at Annexure – I.



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 19-20 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 – 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 400,000** 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 10,200,000** of which **INR 5,200,000** is covered towards natural death, and **INR 5,000,000** 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 350**.

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

Notice period

During probation, your services can be terminated with one month's notice or salary thereof by either parties. 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.



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 is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified in your application form 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 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 II).

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

Enclosures: Non-Compete Agreement (Annexure II)
 Bonus Plan (Annexure IV)
 Information Sheet (Annexure III)

ANNEXURE –I

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Vishal Anand Chenna
ROLE	Specialist Programmer
ROLE DESIGNATION	Specialist Programmer - Global Delivery
1. MONTHLY COMPONENTS	
BASIC SALARY	28,340
BASKET OF ALLOWANCES	17,896
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	5,385
MONTHLY GROSS SALARY	51,621

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)	283

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	3,401
GRATUITY - 4.81% of Basic Salary *	1,363
FIXED GROSS SALARY (1+2+3)	56,668

4. PERFORMANCE BONUS	At an indicative Payout of 50%	At an indicative Payout of 100%
Performance Bonus	5,000	10,000
TOTAL GROSS SALARY (Inclusive of Performance Bonus)	61,668	66,668

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (Without Security)	@ 7%	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

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 : Mr. Vishal Anand Chenna

Acknowledged by Infosys Limited:



May 7, 2019

karanam, Vishnu
Flat no : 402, Gharonda Aangan
Ram Nagar
Hyderabad 500020

Dear Vishnu karanam,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.



PRIVATE AND CONFIDENTIAL

June 4, 2019

Akhila Jakkam

#16-3-727/1, Ekashila Nagar, Fort Road, Warangal,
Telangana - 506002

Dear Akhila,

LETTER OF APPOINTMENT

We are pleased to offer you employment with DBS Asia Hub 2 Private Ltd (“Company”), subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with DBS (“Letter of Appointment”).



**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

Ms. Annapurna Ananya
Villa Number 278, Praneeth Pranav Antilia
Bachupally,
Hyderabad - 500090

Subject: Offer of Employment

Dear **Annapurna Ananya**:

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.

Annapurna Ananya, 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 Panday
B6048691B676429...

Authorized Signatory

Ms. Annapurna Ananya

Acceptance

I, Annapurna Ananya, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Annapurna Ananya FNU
0BBC06C749C4457...

Signature

Date

Annexure A

Ms. Annapurna Ananya

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.



Annapurna Ananya

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://deloittenet.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 Annapurna Ananya,

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



UANGTEMAN



Appointment Letter
Private & Confidential

31 December 2018

Ms. Anusha Gajja,
Hyderabad.

Dear Ms. Anusha,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in **Uangteman Technologies Private Limited., Hyderabad** on the following terms and conditions.

Date of Joining: Your joining date will be on **7th January 2019**.

End date: **7th April 2019**. On submission of project report you will be acquiring a certificate from company.

Salary: As an internship of 3 months, stipend would be **Rs. 8000/- PM (Rupees Eight Thousand Only)**.

Place/Transfer: Your present place of work will be at **Uangteman Technologies Private Limited., I Labs, Hyderabad Technology Park, Level 2, Oval Building, Plot No. 18, In orbit Mall Road, Hyderabad**, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

With best wishes,

For UangtemanTechnologies Pvt. Ltd.

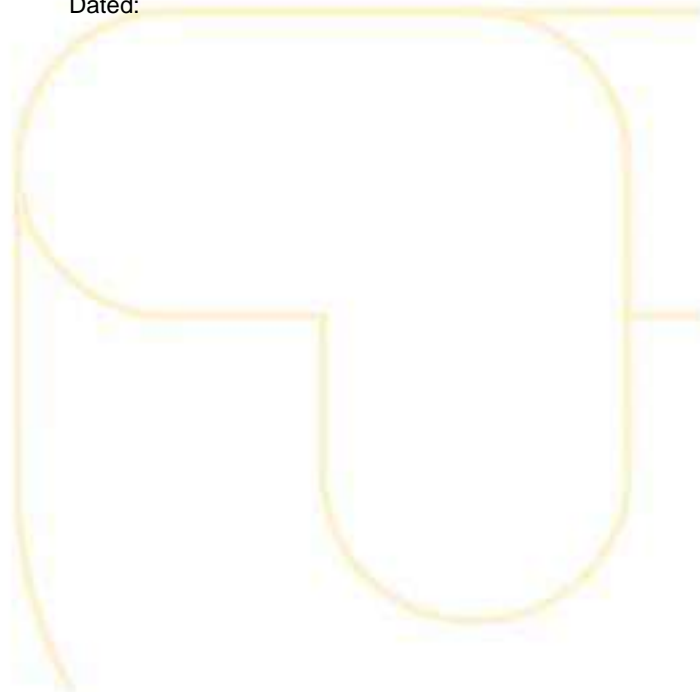
Vijay Kumar Donthineni

AVP, Delivery Manager

Accepted and Agreed

Anusha Gajja

Dated:



**Looking forward to your joining @ Cognizant on 14th June 2019**

1 message

c2c@cognizant.com <c2c@cognizant.com>

Mon, Jun 10, 2019 at 2:41 PM



Dear Recruit,

Greetings from Cognizant!

We hope you have already received the **DATE OF JOINING INTIMATION MAILER** with below details.

Date: 14th June 2019

Reporting Time: 9:00 AM

Venue: Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APHB Colony, Lords Conference Hall, 8th Floor, Phase-3(Block-1), DLF Building, Opp to Old CMC Office, Gachibowli, Hyderabad-500032

Note:

Day 1 (14th Jun): Full day Induction/Orientation at Joining venue.

Day 2 (17th Jun) onwards: Training (Venue details will be intimated on Day 1)

We request you to **login to One Cognizant** and **accept your Date of joining (DOJ)** & ensure that you **complete the pre-joining forms & photo upload before 12th Jun 2019**. Please ignore if you have already completed all the steps.

- The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. However, the earlier you accept, the faster will be your onboarding pass generation process. Kindly do not accept the DOJ more than once.
- Candidates who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status.
- Offer would be invalid for candidates who accept the DOJ & don't report for joining.
- There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Onboarding Pass would be generated **one day** before your DOJ, only upon accepting DOJ & completing all the forms (including photo upload). Once the Onboarding Pass is ready, a mail notification would be triggered. Please wait for the mail; print the Onboarding Pass & carry it on your DOJ along with all other mandatory documents mentioned in the Date Intimation mailer.

On your first day Please bring the following applicable **mandatory documents** at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

For 2018 Batch pass outs

1. Latest Degree - All Semester-wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2016 & 2017 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet
3. Diploma marksheet & Diploma certificate (only applicable for recruits who have completed diploma)
4. UG-All Semester-wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University (mandatory for PG recruits only)

Government ID proofs (Original & 1 Self-Attested Xerox copy)

1. PAN Card (issued in your Name)
2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment
3. Aadhaar Card (issued in your Name) or Aadhaar Card Enrollment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass
2. Four passport-size color photographs

- Please have the electronic copy of the all the above documents available in your personal mailbox.
- If any of the above mandatory documents are not available, you would not be considered for onboarding and may be sent back due to insufficient documents.
- In case any of the original marksheets are lost and duplicate attested marksheets are available. Please bring the FIR copy for the old marksheets as well as the duplicate attested copy.
- Please note that the offer letter will be declared invalid and treated as revoked in the event of any discrepancy in your records, documents and information that you have submitted to Cognizant.

Kindly do not bring any laptops, storage (USB) devices, Cameras, other gadgets (except mobile phone) to the premises on the day of joining. Please come in formal dress code.

We request you to make your own travel & accommodation arrangements. Please find attached **FAQs** & details of Cognizant Training Facilities. Kindly raise a query in the FAQ section of C2C portal for any queries/clarification.

Looking forward to your joining!

Regards,
Cognizant-Human Resources

***THIS IS AN AUTO TRIGGERED MAIL. PLEASE DO NOT REPLY ***



This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.

3 attachments

Cognizant Training Facility.pdf
1354K

Frequently Asked Questions.pdf
152K

Day1_Agenda.pdf
177K

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Feb-2019

Indrani Budigam

**kondapuram (vil),chilukur (man),Suryapet (dist)H-no.1-102
9154057241**

Dear Indrani,

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.

KAVYA NANNAPANENI Private & Confidential

Date: 20-AUG-18

We thank you for the time taken to attend our interview process. We welcome you to the BA Continuum family.

BA Continuum India Private Limited. is a wholly owned non-banking subsidiary of Bank of America Corporation.

Subsequent to the interview process, we are pleased to confirm our offer regarding your employment with BA Continuum India Private Limited ("the Company") as APPRENTICE at Band 7 with a total Compensation of Rs. 4,25,000 (Rupees four lakh twenty five thousand Only). The Compensation components have also been explained to you. This letter confirms our offer with respect to your employment, subject to clearance of the background check process.

Your anticipated joining date will be JULY '19. In case you do not join duty by JULY '19 this offer of appointment will stand cancelled and withdrawn. Your appointment is subject to your executing the formal appointment letter from the Company and the terms and conditions contained therein.

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.

We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career at BA Continuum India Private Limited. Please review this letter and return the signed copy on or before 20-AUG-18 as this date represents the expiration of this offer.

Sincerely,

For BA Continuum India Pvt Ltd

Accepted and Agreed

[Signature]
Shrinivas Appala Raju Koitya

N. Kavya
Name Kavya Nannapaneni

Vice President

Dated 20/8/18

Authorization:

You hereby give explicit consent and authorize concerned organization / third party agent to start verification of information provided in your resume and application of employment from the date of signing this letter, to conduct enquiries as may be necessary, at the Company's discretion. You also authorize former employers, agencies, educational institutes who may have information relevant to your employment/education to disclose it to the concerned or its representative. You release all persons from liability on account of such disclosure.

You hereby give consent to Bank of America to initiate and conduct the current employment verification post expiry of 5 working days from accepting the Offer Letter/ Letter of Intent or 10 working days before the Date of Joining as mentioned in the Offer Letter/ Letter of Intent, whichever is earlier.

Name Kavya Nannapaneni

Dated 20/8/18

Tel No +91 40 3386 0000 • Fax No +91 40 3386 5350
Version 2010/12/01/20120.com/bac-india

Confidential

Effective 2nd Feb 2010

Registered office address:

Building Number 5, Mind Space - Raheja IT Park

HITEC City, Madhapur,

Hyderabad - 500 081, India

CIN:U72200TG2003PTC041835



**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

Ms. Nihitha Veeramachaneni

**6-3-595/C/1, Flat No. 403, Sarada Residency
Padmavati Nagar, Khairatabad,
Hyderabad - 500004**

Subject: Offer of Employment

Dear Nihitha Veeramachaneni:

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.

Nihitha Veeramachaneni, 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 Panday
F6236C05C1A44C5...


Authorized Signatory

Ms. Nihitha Veeramachaneni

Acceptance

I, **Nihitha Veeramachaneni**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

3875DF2263DD4BF...

Signature

Date

Annexure A

Ms. Nihitha Veeramachaneni

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/-

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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.



Nihitha Veeramachaneni

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://deloittenet.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 **Nihitha Veeramachaneni**,

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

12-Mar-2019

Strictly Private and Confidential

160115 737069 (e)

22.18-19 passed out

Rishi Chandana Chinthareddy
plot no: 176, phase-2, FCI Colony, Vanasthalipuram, Hyderabad, 500070
9912416566

Dear Rishi Chandana,

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: bf5a4fc3-dbc5-4115-bbfa-b55acf714fdc_1
Signed By: Mohan Sekhar

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

23-Apr-2019

Roshini Palle

**villa no.13, windsor luxury homes by subhishi, cbit to shankarpalli road, opposite to icici bank
6302436217**

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:

- 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.



CONFIDENTIAL – OFFER OF EMPLOYMENT

Sai Deepa Bhavani

16 April 2019

Dear Deepa,

Accolite Software India Private Limited is pleased to extend you an offer for a full-time employment position as a **Software Engineer**. Your annual CTC will be **INR 6,00,000/-** and we would like to have you begin working with us on **10 June 2019**, or on a mutually agreed upon date.

Please see the employment terms and conditions noted in this letter and the annexure for details related to your compensation structure. Once you have reviewed the letter in full, please sign each page of this letter in acceptance of the employment terms and conditions.

We very much look forward to welcoming you to Accolite.

Warm regards,

Venkat Bobba
Associate Director, Operations
Accolite Software India Pvt. Ltd

Signature _____

Accolite Software India Private Limited, (Hereinafter, "Accolite")

Employment Terms and Conditions

1. Compensation and Benefits:

Your annual fixed compensation would be **INR 5,36,142/-**. The fixed compensation would comprise Basic, House Rent Allowance, Conveyance, Special Allowance & Flexible Benefits (Refer Annexure).

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc.

A. Variable Pay: Additionally, based on your performance and/or other business metrics which may be notified to you from time to time in accordance with the applicable appraisal and performance review policy and rules, you may be entitled to a variable pay which will be paid out to you on an annual basis in sync with our performance appraisal cycle (July-June). variable payout can range from 0% (INR 0) to 12% (**INR 32,169/-**) of annualized basic salary.

The variable pay is not guaranteed. You, hereby acknowledge variable pay is payable only upon achievement of the said performance and/or business metrics and therefore the management enjoys an absolute right in the matters of awarding the variable pay. You are eligible for variable pay if you are in continuous service with Accolite for a minimum period of six (6) months and remain an active employee on the date this payment is made. In the event, you decide to separate from Accolite or serving your notice period, before this variable pay is paid out, you would not be eligible to receive the variable pay.

B. Tenure Bonus: You will be entitled for a Tenure bonus of INR 2,00,000. This tenure bonus will be paid to you in half yearly installments. The first installment of INR 50,000 would be paid after your successful completion of Accolite University 2019. Thereafter, the tenure bonus would continue to be paid out every half yearly until the entire bonus of INR 2,00,000 has been paid.

In the event that you resign and separate from Accolite within two years of the date of payment of the first installment of the tenure bonus, you shall be liable to repay to Accolite the full amount that Accolite had paid as your tenure bonus and also it shall be deemed that you forego the rest of the tenure bonus that would have accrued to you otherwise.

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc

2. Date of Joining:

If you accept this offer before the stipulated date you must report on duty and commence your job not later than **10 June 2019**. In case you do not report on the agreed upon date, Accolite may deem that you have declined this offer.

3. Place of Posting & Transfers:

You would initially be assigned to any of Accolite's India locations namely **Bangalore, Delhi, Hyderabad, Chennai** or **Mumbai**. The reporting location would be informed to you before joining. However, Accolite, at its discretion can transfer you to any of its subsidiary or affiliate company or client offices in India or overseas. In such cases, your employment may be governed by the terms and conditions applicable at the new location / company.

4. Probation:

You shall initially be under probation for a period which ordinarily lasts for Ninety (90) days from the date of joining our service. At any time during your probationary period your services may be terminated by Accolite, by giving 15 days' notice in writing or Gross Salary in lieu thereof without assigning any reason.

Signature _____

Similarly, you will be required to give 90 days' notice in writing or 90 days Gross Salary in lieu therefore to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice or tendering 90 days Gross Salary in lieu thereof as stated herein above, Accolite may deduct the same from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment will be confirmed in writing. Accolite reserves the right to confirm your appointment and terminate this even before the expiry of the said 90-day period.

Your Probationary period shall be deemed to have been extended even though no intimation is given to you in writing to that effect for such period till you are confirmed by order in writing.

It is hereby clarified that during the probation period, Clause 11 of this offer shall not be applicable for your association with Accolite and your separation from Accolite during the said probation period shall be on the terms mentioned in this clause only.

5. Conduct to be in accordance with Accolite Rules, Regulations, Policies:

During your employment with Accolite, you shall be governed by Accolite Rules, Regulations and/or Policies that may be in force from time to time. It is deemed that you have notice of all the rules, regulations and policies and any amendments thereof when they are communicated to you via email or any other channel or is placed in a web or intranet resource that is commonly accessible to all employees such as an employee portal or a hub.

6. Confidentiality:

The position held by you would be of a strictly confidential nature.

You shall not disclose to any unauthorized person, either during or after your employment with Accolite, any information about the interest or business of Accolite or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information, data or documents, official or otherwise, relating to Accolite except with the prior written consent of an authorized officer of Accolite. Any invention, development, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be the subject matter of copyright rights whatsoever, made, developed or discovered by you either alone or jointly with any other person or persons while in employment of Accolite, in connection with or in any way affecting or relating to the business of Accolite or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to Accolite and shall belong to and be the absolute property of Accolite.

You will not during your employment with Accolite or at any time thereafter, divulge or make known any information in any way whatsoever relating to Accolite or its business or of its customer and/or any other information, secret processes of data and material, which may come to your knowledge during the course of your employment. You will always maintain strict secrecy regarding any technical information or any other information gained or acquired or imparted to you in the course of your employment.

You hereby confirm that you have disclosed, fully to Accolite, all of your business, interests whether or not they are similar to or in conflict with the businesses or activities of Accolite and all circumstances in respect of which there is or there might be, a conflict of interest between Accolite and you or any immediate relative or associate. You agree to disclose, fully to Accolite, any such interest or circumstances that may arise during your employment immediately upon such interest or circumstances arriving. Upon separating your employment with Accolite, you shall forthwith return to Accolite all the assets and property of Accolite (including any leased properties), documents, files, books, papers, memos or any other property of Accolite in your possession or under you.

Signature _____

7. Conflict of Interest / Non-Compete:

Your position with Accolite calls for your whole-time employment and you will devote yourself exclusively to the business of Accolite. 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 in any other trade of business, without the written permission from Accolite.

You agree that during your engagement to perform services hereunder and, for two years thereafter, you will not provide to any Client for whom Accolite has contracted your services or any contractor of any such Client, or solicit or offer to provide to any such Client or any contractor of any such Client, any software, services, or other products related to your services, whether directly or indirectly.

You also agree that you will not solicit any Accolite employees or contractors, either directly or indirectly, for any employment or other opportunities outside of Accolite, for a period of two years after termination of your employment with Accolite. You further agree that during the term of this Agreement, and for a period of two (2) years thereafter, you shall not, directly or indirectly, provide any services to or for a competitor of utilize, technology that infringes Accolite intellectual property or would involve an inevitable disclosure of Accolite trade secrets.

8. Background Inquires:

The offer of employment is subject to satisfactory reference and background checks to be conducted by Accolite or through designated third parties. In the event of your joining Accolite or during the period of your employment contract with Accolite, in case of any unsuccessful reference checks, material information that may have been concealed, misrepresented or falsified by you at or before the time of this offer, Accolite reserves the right to withdraw the offer or terminate your services with immediate effect, without notice.

9. Business Courtesy:

No employee may directly or indirectly accept from or provide to any representative of any organization with which Accolite has a business relationship any gift or favor other than an ordinary business courtesy or social amenity. No employee may solicit any gift or favor. This is viewed very seriously as an abuse of the trust placed by Accolite in the employee and would attract severe disciplinary action from Accolite.

10. Harassment:

Accolite is committed to provide a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment, actions, words, jokes, or comments based on an individual's sex, race, color, place of origin, age, language, ethnicity, creed, religion, disability or sexual orientation will amount to violation of law and the terms of this agreement, and would attract strict disciplinary action from Accolite, and may also include termination of your services

11. General:

You will keep us informed of any changes to your residential address or civil status. Prior to commencement of your employment, you and Accolite shall together execute an Employment Agreement detailing the terms of your employment. Since you would have access to the confidential information of not only Accolite but also of other affiliated Accolite companies you shall also be obligated to enter into a Confidentiality and Non-Disclosure Agreement which covers the confidential information of such other affiliated companies.

Signature _____

12. Separation at the instance of the employee:

Your employment is "At Will" and you may resign from your position with Accolite by giving a written notice. Such notice is required to be given at least ninety (90) days in advance of your desired date of separation. Accolite may at its discretion waive this notice period for a consideration of a payment by You of the sum of money corresponding to the unserved notice period computed pro-rata on monthly payables (including salary, bonuses etc.) from the company to the employee.

In the event that the request for such waiver is initiated by You and such request has been processed by Accolite and Accolite has communicated the waiver of such notice period and the amount payable to You, You may not revoke such a request for waiver as a matter of right. Such revocation is however possible with mutual consent of Accolite and Your's.

You agree that in the event that you elect to resign from Accolite within one calendar year of your date of joining, your liability to recompensate Accolite may extend cumulatively up to:

- a) The tenure bonus actually paid to you from Accolite till the date of resignation, in acknowledgement that the tenure bonus is consideration in lieu of your promise to be employed with Accolite for at least a year;
- b) The expenditure incurred by Accolite on account of your Accolite University graduation, capped at INR 1,50,000. Although the said investment in terms of your training, accommodation, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement; and
- c) Payables on account of unserved notice period.

A full and final statement of any sums owed to you from Accolite or any sums owed from you to Accolite shall be provided before your date of separation. You agree that you shall deposit any sums owed, if any, to Accolite within 30 days of receiving such a statement from Accolite. Reciprocally, Accolite promises to pay any sums owed to you, if any, within 30 days of issuing such statement.

13. Termination:

A. Your employment may be terminated by Accolite by providing a 90 day written notice. Such termination may be with or without cause.

B. However, in the case of a termination with cause such as any or all, of proven indiscipline; unprofessional conduct; and consistent below-par performance; Accolite may terminate your employment from such date as it may deem fit without advance notice and without compensating for the un-expired period of notice.

On acceptance of the separation notice, before you are relieved, you shall hand over to Accolite all the information and data of Accolite including, but not limited to, correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings and you shall not use, reproduce or retain any copies of these items.

Signature _____

14. Age of Retirement:

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose. .

15. On joining, you are requested to please provide copies of the following documents, as and where applicable:

- a. Relieving letter from your current employer
- b. Salary details of your current employment
- c. Letter(s) supporting prior work experience
- d. Certificates of educational qualifications
- e. Tax Summary sheet (or latest Form 16) as applicable from your current employer
- f. 6 passport size photographs in color.
- g. PAN Card

Signature _____

ANNEXURE - COMPENSATION STRUCTURE	INR
Monthly Components	
Basic salary	22,339.26
House Rent Allowance	8,935.70
Special Allowance	7,437
Flexible Basket	4,166.67
Total Gross Monthly Cost (A)	42,878.52
Total Gross Monthly Cost - Annualized (B)	5,14,542.24

Annual Components	
Provident fund	21,600.00
Health Insurance Premium	18,475.00
Personal Accident Insurance Premium	320.00
Gratuity	12,894.22
Total: Annual (C)	53,289.22

Other Components	
Variable Pay	32,168.53
Total - Other Components (D)	32,168.53

Total Annual Cost to Company (B)+(C)+(D)	6,00,000.00
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SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	
Hospitalization cost / Reimbursement Limit	3,00,000.00
Personal Accident Insurance Coverage	10,00,000.00

ANNUAL FLEXIBLE BASKET COMPONENTS - Not to Exceed	50,000.00
Food Coupons	26,400.00
Children Education Allowance	2,400.00
Leave Travel Allowance	44,678.52
Fuel Reimbursement and Car Maintenance Charges	44,400.00
Telephone and Internet Bills Reimbursement	36,000.00

Accolite Software India Pvt Ltd,

Floor 4, Survey Numbers: 27/1, 27/2, 27/3 and 27/4, Holiday Inn Express & Suites, Road No: 2, Nanakramguda, Gachibowli,
 Hyderabad - 500032, Email: info@accolite.com www.accolite.com CIN: U72200AP2009PTC062962

**Employee has an option to avail all, some or none of the flexible basket various components.
Based on the Individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as special allowance.**

Please check with HR team for more details.

Note:

Medical expenses against submission of bills
TDS deduction done based on savings document submission

Signature _____

Roll No.	Full Name	Specilization / Branch
160115734040	Pruthvichandra Singasani	Electrical & Electronics Engg
160115734112	Srinagh Chalasani	Electrical & Electronics Engg
160115734087	Jay Panara	Electrical & Electronics Engg
160115734098	Gudipudi Rahul	Electrical & Electronics Engg
160115734089	Madhu Amaraboina	Electrical & Electronics Engg
160115734081	Vaishnavi Voddnaalaa	Electrical & Electronics Engg
160115734075	Sankeerthana Jangam	Electrical & Electronics Engg
160115737009	Brahmani Thota	Information Technology
160115737001	Abhishiktha Kommarthi	Information Technology
160115737007	Ashritha Polneni	Information Technology
160115737052	SHAIK MATHEEN	Information Technology
160115737033	Aditya Kante	Information Technology
160115737104	Ritesh Nela Kosigi	Information Technology
160115737075	Shaik Kareema	Information Technology
160115737076	Shreeshma Baimeedi	Information Technology
160115737112	Shivaramteja Keerthi	Information Technology
160115737100	Naga Akhil Belide	Information Technology
160115737045	Naga Vikas Pabba	Information Technology
160115737030	Uma Maheshwari Vemmula	Information Technology
160115737008	Bhavitha Maile	Information Technology
160115737022	Sai Sindhu Muthyala	Information Technology
160115737019	Pragna Challa	Information Technology
160115737058	Vasudeva Gudimalla	Information Technology
160115737106	Sai Kiran Chavan	Information Technology
160115737073	Sandhya Lingamalla	Information Technology
160115737118	Vivek Kumar Reddy Hanumareddy	Information Technology
160115737064	Deepika Bomma	Information Technology
160115737086	Abhiram Komanduri	Information Technology
160115737002	Alekhya Nalla	Information Technology
160115737020	Preethi Ele	Information Technology
160115737031	Bellamkonda Urvashi	Information Technology
160115737038	Deekshith Ganapuram	Information Technology
160115737082	Vigna Shree Telukunta	Information Technology
160115737072	Sai Rishitha Gorantla	Information Technology
160115737074	Sathya Sri Pasham	Information Technology
160115737084	Yashaswi Kakumanu	Information Technology
160115737111	Sanjeev Dumpala	Information Technology
160115737108	Sai Shashank Veesam	Information Technology
160115737048	Pravin Kishore Koyalkar	Information Technology
160115737051	Sai Kiran Varnakavi	Information Technology
160115737041	Eswarnaik Hasavath	Information Technology
160115737043	Krishna singaram	Information Technology

Dr. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.ir

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PRIVATE AND CONFIDENTIAL

July 3, 2019

Sandhya Lingamalla

1-11-241/1/8/1, Gouda Veni Building, Ground Floor, Pearl apartment lane,
Shyamal Building, Begumpet, Hyderabad, Telangana-500016.

Dear Sandhya,

LETTER OF APPOINTMENT

We are pleased to offer you employment with DBS Asia Hub 2 Private Ltd ("Company"), subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with DBS ("Letter of Appointment").

Position

Your appointment will be SNROFFCR, Specialist, Application Developer (BR0006), with the corporate rank of Senior Officer in Technology & Operations of Company at India>Telangana>Hyderabad. Your role and responsibilities may from time to time extend to cover other entities within the DBS Group ("Group") which may be situated at any location where the Company has or may in future commence operation. As we continue to make our mark in Asia, we look forward to having you on board to seize the opportunities offered by a growing Asia.

TOTAL COMPENSATION

You will receive a total compensation comprising an Annual Guaranteed Cash (Basic Salary and Other Allowances), Variable Bonus and Benefits.

(a) Your commencing Annual Guaranteed Cash (Basic Salary and Other Allowances) is Rs. 668,040 - only.

Refer "**Annexure A**" for detailed breakup of your Annual Guaranteed Cash.

(b) Variable Bonus

You will be eligible for a Variable Bonus provided you are not serving your notice period consequent to your resignation/termination of your employment by the Company as on the payment date. The amount will be determined by the Company at its sole discretion taking into account your performance, the performance of the Company and the operating unit you are deputed to, as well as other factors that may be determined by the Company. The Company's decision in this regard will be final and binding and shall not be called in question.

The Variable Bonus may include:-

- (i) cash; and/or
- (ii) long-term incentives
- (iii) quarterly performance bonus for sales staff (Where Applicable instead of Variable Bonus)

Provided that such performance bonus shall be dependent upon your performance.

Benefits

You will enjoy a host of benefits which covers various types of leave including annual leave, medical leave and insurance. Details of these key benefits are set out in Appendix I enclosed. All schemes on staff benefits, allowances, bonuses and incentives are granted at the Company's sole discretion. The Company may review and modify these schemes from time to time and this may result in changes in or withdrawal of the schemes, upon notification by the Company.

Probation

Your probationary service period is 3 months starting from (and including) the date on which you commence your employment with the Company. Confirmation of your appointment is subject to satisfactory work performance and conduct during the probationary service period. Unless you are notified otherwise, your appointment will be confirmed automatically.

Resignation and Notice Period

On confirmation of your appointment with the Company, you will continue to be employed by us until either you or we terminate your employment by giving notice period as applicable enumerated in the table below, however, it will be at Company's discretion. We may, in lieu of notice, also terminate your employment by paying you (Subject to paragraph 12 (d) & 12 (g) in appendix 2) or such proportionate amount according to any unexpected portion of such notice.

The notice period for termination of your employment with the Company is dependent on your corporate rank as follows:

Corporate Rank	Notice Period	
	During Probation	After Probation
All DAH2 Staff	1 month	2 months
Contract Staff	1 month	

Provident Fund

PF contributions will be made by yourself and the Company in accordance with the prevailing regulations.

Income Tax

You will be responsible for the full amount of personal income tax due and payable as a result of your employment with the Company. Taxation will be governed under the (Indian) Income Tax Act, 1961 and the rules and regulations made there under. The Company will deduct the tax at source as per applicable rates of income tax.

GST

During the course of your employment (including the time upto termination of such employment), if DBS determines that any supply (whether of goods/services or otherwise)/facility/convenience/ forbearance made/provided to the you attracts GST then DBS will be entitled to recover such GST from you. Further, DBS shall have final authority on all matters with respect to such recovery of GST including but not limited to applicability, rate, manner of recovery, etc.

PRE-CONDITIONS

This offer of employment is subject to the following:

- I. Satisfactory verification of all information submitted in your job application to the Company
- II. Your character antecedents/references are satisfactory in all respects;
- III. Receipt of a clear discharge certificate from your present employer prior to commencement of work;
- IV. You are medically fit and able to effectively undertake your duties;
- V. You have disclosed information regarding relative and friend employees working with the Company;
- VI. Receipt of acceptable employment references by the Company. Approval by MAS/RBI or any other relevant regulatory body for you to carry out the duties envisaged by the role offered to you, where applicable;
- VII. The solicitation and sale of certain products to customers is regulated by regulatory agencies like Securities and Exchanges Board of India (SEBI), Insurance Regulatory Authority of India (IRDA) and any other regulatory agencies. In certain cases, solicitation and sale of these products can only be done by professionals, who have acquired the necessary qualifications and/or licenses as mandated by SEBI, IRDA or any other regulatory agency. You are prohibited from soliciting and selling any such product without acquiring the necessary qualifications/licenses and submitting documentary evidence thereof to your immediate supervisor. You are required to keep renewing these qualifications/licenses as mandated by the regulatory agencies;
- VIII. The solicitation and sale of any such products without required qualifications/licenses will be considered as a violation of terms and conditions of the Employment and Code of Conduct and will invite appropriate disciplinary action; and
- VIV. An employment pass approved by the relevant authority, where applicable.

In the event that any of the conditions above is not fulfilled before you commence work with the Company, the Company reserves the right to rescind this Letter of Appointment, and you agree and accept that you shall have no claim whatsoever against the Company. If you have commenced your employment with the Company, the Company reserves the right to terminate your employment with immediate effect, without any obligation to make to you any payment in-lieu of notice, should (a) any of the above results be unsatisfactory, (b) any of the conditions above remain unfulfilled, or (c) any information given by you (including information given in the submitted forms) is untrue or inaccurate.

The solicitation and sale of certain products to customers is regulated by regulatory agencies like Securities and Exchanges Board of India (SEBI), Insurance Regulatory Authority of India (IRDA) and any other regulatory agencies. In certain cases, solicitation and sale of these products can only be done by professionals, who have acquired the necessary qualifications and/or licenses as mandated by SEBI, IRDA or any other regulatory agency.

You are prohibited from soliciting and selling any such product without acquiring the necessary qualifications/licenses and submitting documentary evidence thereof to your immediate supervisor. You are required to keep renewing these qualifications/licenses as mandated by the regulatory agencies.

The solicitation and sale of any such products without required qualifications/licenses will be considered as a violation of terms and conditions of the Employment and Code of Conduct and will invite appropriate disciplinary action.

An employment pass approved by the relevant authority, where applicable.

In the event that any of the conditions above is not fulfilled before you commence work, the Company reserves the right to rescind its offer of employment and you shall have no claim whatsoever against the Company. If you have commenced work, the Company also reserves the right to terminate your services having regard to the provisions of notice period contained in Appendix II, without payment in-lieu of notice, should (a) any of the above results be unsatisfactory, (b) any of the conditions above remain unfulfilled, or (c) any information given by you (including information given in the Health Declaration Form) is untrue or inaccurate (d) information given by you in the Health Declaration Form and the documents, leads the Company to believe that you are unfit to assume employment with the Company.

General Terms

You are subject to the general terms in the appendices that form part of this Letter of Appointment which serves as your employment contract with the

Company. Except for statutory entitlements, all schemes on staff benefits, allowances, bonuses and incentives are granted at the Company' discretion and may be reviewed and amended, modified, supplemented and / or replaced from time to time. Such amendments, modifications, supplements and / or replacements, shall take effect upon notification by the Company.

Other

Your retirement age will be 60 (sixty) years for DBS Asia Hub 2 Private Ltd. [The Company may at its sole discretion offer you a contractual appointment after your superannuation at the age of 60 (sixty), depending upon the Company's requirements and subject to your suitability, experience, good health etc.]

Your salary is confidential to you and is not to be disclosed to anyone. Other than yourself, it is known only to authorized staff who are required to maintain strict confidentiality. Any contravention will result in disciplinary action.

The Company has a policy against sexual harassment and is committed to providing an environment free from sexual harassment at the work place.

ANNEXURE - A

Please find detailed breakup of your Annual Guaranteed Cash (Basic Salary and Other Allowances)

ANNEXURE - A Table

ANNUAL GUARANTEED CASH BREAK-UP	Per Annum Amount (INR)
Basic Pay	267,216
House Rent Allowance	133,608
Conveyance Allowance	19,200
Special Allowance	208,020
Statutory Bonus	0
Medical Allowance	15,000
Leave Travel Allowance	24,996
Annual Guaranteed Cash	668,040
Employer's Provident Fund	32,076
Cost to Company	700,116

Acceptance

Your employment with the Company shall commence on a date to be mutually agreed with the Company. If you do not or are unable to report for work on the agreed date of commencement with a valid reason, the Company shall have the right to extend or postpone your date of commencement. In the event that the Company does not agree to extend or postpone your date of commencement, the Company may treat this Letter of Appointment as having been terminated immediately without any liability to either party. If you fail to commence at work on the mutually agreed date, this agreement stands terminated in one week from aforesaid date, without any liability to either party.

You acknowledge that you have read carefully and understand the contents of this Letter of Appointment as well as in Appendix I and Appendix II before accepting the terms of the Company's offer of employment to you and you agree to be bound by and will comply with those terms.

Please confirm your acceptance of the terms within this Letter of Appointment by July 15, 2019, failing which this offer will lapse.

Please do not hesitate to contact Rakesh POLAM at rakeshpolam@dbs.com if you have any queries.

We look forward to welcoming you on board and wish you a successful career with DBS.

Yours sincerely,



V Shankar Swaminathan
Talent Acquisition Group Team Head
Human Resources
DBS Asia Hub 2 Private Ltd., India

Attachments

- [DBS Asia Hub 2 Private Ltd \(India\) - Appendix I.pdf](#)
- [DBS Asia Hub 2 Private Ltd \(India\) - Appendix II.pdf](#)

Offer electronically accepted by: Lingamalla, Sandhya
Offer electronically accepted on: Jul 3, 2019 5:22 PM
Offer electronically accepted from: 157.45.20.52

Roll No.	Full Name	Specilization / Branch
160115734040	Pruthvichandra Singasani	Electrical & Electronics Engg
160115734112	Srinagh Chalasani	Electrical & Electronics Engg
160115734087	Jay Panara	Electrical & Electronics Engg
160115734098	Gudipudi Rahul	Electrical & Electronics Engg
160115734089	Madhu Amaraboina	Electrical & Electronics Engg
160115734081	Vaishnavi Vodnaalaa	Electrical & Electronics Engg
160115734075	Sankeerthana Jangam	Electrical & Electronics Engg
160115737009	Brahmani Thota	Information Technology
160115737001	Abhishiktha Kommarthi	Information Technology
160115737007	Ashritha Polneni	Information Technology
160115737052	SHAIK MATHEEN	Information Technology
160115737033	Aditya Kante	Information Technology
160115737104	Ritesh Nela Kosigi	Information Technology
160115737075	Shaik Kareema	Information Technology
160115737076	Shreeshma Baimeedi	Information Technology
160115737112	Shivaramteja Keerthi	Information Technology
160115737100	Naga Akhil Belide	Information Technology
160115737045	Naga Vikas Pabba	Information Technology
160115737030	Uma Maheshwari Vemmula	Information Technology
160115737008	Bhavitha Maile	Information Technology
160115737022	Sai Sindhu Muthyala	Information Technology
160115737019	Pragna Challa	Information Technology
160115737058	Vasudeva Gudimalla	Information Technology
160115737106	Sai Kiran Chavan	Information Technology
160115737073	Sandhya Lingamalla	Information Technology
160115737118	Vivek Kumar Reddy Hanumareddy	Information Technology
160115737064	Deepika Bomma	Information Technology
160115737086	Abhiram Komanduri	Information Technology
160115737002	Alekhya Nalla	Information Technology
160115737020	Preethi Ele	Information Technology
160115737031	Bellamkonda Urvashi	Information Technology
160115737038	Deekshith Ganapuram	Information Technology
160115737082	Vigna Shree Telukunta	Information Technology
160115737072	Sai Rishitha Gorantla	Information Technology
160115737074	Sathya Sri Pasham	Information Technology
160115737084	Yashaswi Kakumanu	Information Technology
160115737111	Sanjeev Dumpala	Information Technology
160115737108	Sai Shashank Veesam	Information Technology
160115737048	Pravin Kishore Koyalkar	Information Technology
160115737051	Sai Kiran Varnakavi	Information Technology
160115737041	Eswarnaik Hasavath	Information Technology
160115737043	Krishna singaram	Information Technology

Dr. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.ir



HRD/3T/19-20/12669074

Ms. **Shaik Kareema**
Candidate ID: 12669074
12-2-823/A/69, Santosh Nagar Colony,
Mehedipatnam
Hyderabad - 500027
Telangana
India
Ph: (91) 96764 93784

April 19, 2019

Dear Shaik,

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

HRD/3T/19-20/12669074

April 19, 2019

Ms. Shaik Kareema
Candidate ID: 12669074
12-2-823/A/69, Santosh Nagar Colony,
Mehedipatnam
Hyderabad - 500027
Telangana
India
Ph: (91) 96764 93784

Dear Shaik,

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 **May 06, 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. Shaik Kareema
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. Shaik Kareema
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. RETIARAL 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				





USC University of Southern California

OFFICE OF ADMISSION

1601-15-737-076

2019 ⁵ paid out

Dear Shreeshma,

USCID: 2205-3795-41

We are pleased to inform you that you are academically eligible for admission to the Spring 2020 semester as a graduate student majoring in Applied Data Science leading to a Master of Science.

To receive your official offer of admission, you must first demonstrate proof of the ability to pay tuition and living expenses for yourself and, if applicable, your spouse and/or any children intending to travel with you to USC for the duration of your coursework.

Please submit the following:

- A bank statement showing funds that meet or exceed your program expenses.
- Confidential Statement for Sponsored Studies if you are sponsored by a family member.
- A copy of your passport.
- Passport copies for each of your dependents (spouse and/or children). This is necessary only if your dependents are planning to apply for F-2 or J-2 visas.

These documents must be received and approved before your official letter of admission to USC can be issued. Your I-20 or DS-2019 will be issued only after you review your official admission letter and you have submitted your Statement of Intent to enroll at USC.

Visit the Submitting Financial Documents page of our website for detailed documentation guidelines and estimated expenses for your program.

Submit your documents as PDF or JPEG attachments via our website. From the *Select an Area* drop-down menu, select your school. From the *Category* drop-down menu, select *Immigration Matters (I-20s, Visas, etc.)*, and then *submit financial documents/passport*.

If you are receiving a scholarship from USC: Have your department submit your award documentation to the Office of Graduate Admission, if they have not done so already.

Please make sure to submit your financial documents at least 10 business days prior to any departmental deadline to confirm your intent to enroll. If your program has not indicated a deadline, you should submit your financial documents as soon as possible to expedite the admission and visa application processes.

Submitting your documents does not constitute an agreement to enroll at USC and will only grant you access to your official admission letter and Statement of Intent to enroll. If you do not intend to enroll at USC, please log in to youSC and select "I do not plan to attend USC" on the Decision Status page to formally decline the offer.

We look forward to seeing you on campus!

Sincerely,

USC Office of Graduate Admission
University of Southern California



HRD/3T/19-20/12669588

Ms. **Sindu Pabba**
Candidate ID: 12669588
H. No:11-25-44,Vasavi Colony,
Pochammaidan
Warangal - 506002
Telangana
India
Ph: (91) 83328 17691

June 28, 2019

Dear Sindu,

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

HRD/3T/19-20/12669588

June 28, 2019

Ms. Sindu Pabba
Candidate ID: 12669588
H. No:11-25-44,Vasavi Colony,
Pochammaidan
Warangal - 506002
Telangana
India
Ph: (91) 83328 17691

Dear Sindu,

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.

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. Sindu Pabba
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. Sindu Pabba
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				



5/8/2019

EVERYDAY

NCR Corporation India Pvt. Ltd.
Raheja Mindspace IT Park,

<https://onlineforms.jpnmorganchase.com/online-forms/offer-letter/OFDOMHY9KQ/letter.csf>

May 8, 2019

J.P.Morgan

Reddy, Sneha
102 SANJEEVANI APARTMENTS
78, SHANTI NAGAR MASAB TANK
HYDERABAD 500028

Dear Sneha Reddy,

1601157037079
2019 Passed out

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

This is a computer generated communication and does not have a signature.



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

Tanishka Vegunta

Flat No: 305, Sai Kiran Delux, Opp Lane Satya Sai Nigamagamam, Srinagar Colony
Hyderabad, 500073

Dear Tanishka,

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

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.

Tanishka, 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.



Dear Varalakshmi Vakkalagadda,

Congratulations! It is our pleasure to offer you admission to the Master of Science in Data Analytics Engineering for the Fall 2019 semester in the Volgenau School of Engineering.

Please complete the following two items as soon as possible:

1. [Accept, Decline or Request to Move your application to another term](#)
In order to do so, [please click here](#). This is a necessary step to enroll or withdraw from the university and, if you wish to enroll, to be eligible to register for courses. If you confirm your enrollment, within 24-48 hours you will receive an official notification from our office with instructions on registering for your courses.
2. Visit our mandatory, [New Student Checklist](#).

Below are additional items you'll need to know as you begin here at Mason:

- Your Mason ID or G-Number is G01214475 Please keep track of this and use it whenever you contact the university, either by phone, email, or in-person.
- Your academic advising contact is Hugh Miller (hmille15@gmu.edu).
- Your tuition classification is Out of State International for F or J1 visa.
- The date of your formal offer of admission is May 10, 2019.

Funding decisions for Graduate Assistantships and Teaching Assistantships are not made by Graduate Admissions. If selected for either position, you will be notified by your graduate department, outlining any academic requirements of your acceptance and status of assistantship funding.

Each student is responsible for knowing Mason's rules, regulations, requirements, administrative and academic policies. Visit our [catalog](#) for our full list of policies.

Reminder: An earned baccalaureate or graduate degree from a regionally accredited institution of higher education, or international equivalent, verified from official transcripts is a requirement for all graduate students. If you have not yet submitted your official, final transcript, please ensure you do so prior to the last day to drop courses in your first semester.

On behalf of our faculty and staff, please accept our best wishes on your academic endeavors.

A handwritten signature in blue ink that reads "Amy Takayama-Perez".

Amy Takayama-Perez
Dean Of Admissions
George Mason University

Thank you for confirming your intent to enroll/register in the Master of Science in Data Analytics Engineering Fall 2019 semester in the Volgenau School of Engineering.

You are now eligible* to register for courses by visiting our www.urlgoesher.com and following the directions there. Some programs may require additional registration steps from you that are specific to your program so please ensure you have carefully read over what they have sent to you or posted on their websites as well. If you have questions regarding which courses to select for course registration, please follow up with your academic advisor, Hugh Miller (hmille15@gmu.edu), or your academic department.

This intent to enroll is good for the upcoming semester only. Our staff is here to assist you with any questions or concerns you may have. Please contact us at masongrad@gmu.edu or 703-993-9700.

We wish you the very best in your upcoming graduate studies!
[Office of Graduate Admissions](#)

If you change your mind regarding your enrollment for this term and decide to either defer or withdraw, you must take the following steps:

1. [Please click here.](#)
2. A new window will open where you can fill out our Change of Enrollment Intentions form to notify us of your changed enrollment plans.
3. Submit the form.
4. **If you registered for courses, drop all course registrations to avoid being responsible for any tuition charges. Please note the Office of Graduate Admissions does not drop you from courses and if you do not take this step you will be responsible for any tuition or fees incurred.**

**Please note: As part of your enrollment verification, you were notified if your program requires an enrollment or tuition deposit. If your program does require this payment, you will not be able to register until that payment has been received and verified by your academic department.*

Roll No.	Full Name	Specilization / Branch
160115734040	Pruthvichandra Singasani	Electrical & Electronics Engg
160115734112	Srinagh Chalasani	Electrical & Electronics Engg
160115734087	Jay Panara	Electrical & Electronics Engg
160115734098	Gudipudi Rahul	Electrical & Electronics Engg
160115734089	Madhu Amaraboina	Electrical & Electronics Engg
160115734081	Vaishnavi Vodnaalaa	Electrical & Electronics Engg
160115734075	Sankeerthana Jangam	Electrical & Electronics Engg
160115737009	Brahmani Thota	Information Technology
160115737001	Abhishiktha Kommarthi	Information Technology
160115737007	Ashritha Polneni	Information Technology
160115737052	SHAIK MATHEEN	Information Technology
160115737033	Aditya Kante	Information Technology
160115737104	Ritesh Nela Kosigi	Information Technology
160115737075	Shaik Kareema	Information Technology
160115737076	Shreeshma Baimeedi	Information Technology
160115737112	Shivaramteja Keerthi	Information Technology
160115737100	Naga Akhil Belide	Information Technology
160115737045	Naga Vikas Pabba	Information Technology
160115737030	Uma Maheshwari Vemmula	Information Technology
160115737008	Bhavitha Maile	Information Technology
160115737022	Sai Sindhu Muthyala	Information Technology
160115737019	Pragna Challa	Information Technology
160115737058	Vasudeva Gudimalla	Information Technology
160115737106	Sai Kiran Chavan	Information Technology
160115737073	Sandhya Lingamalla	Information Technology
160115737118	Vivek Kumar Reddy Hanumareddy	Information Technology
160115737064	Deepika Bomma	Information Technology
160115737086	Abhiram Komanduri	Information Technology
160115737002	Alekhya Nalla	Information Technology
160115737020	Preethi Ele	Information Technology
160115737031	Bellamkonda Urvashi	Information Technology
160115737038	Deekshith Ganapuram	Information Technology
160115737082	Vigna Shree Telukunta	Information Technology
160115737072	Sai Rishitha Gorantla	Information Technology
160115737074	Sathya Sri Pasham	Information Technology
160115737084	Yashaswi Kakumanu	Information Technology
160115737111	Sanjeev Dumpala	Information Technology
160115737108	Sai Shashank Veesam	Information Technology
160115737048	Pravin Kishore Koyalkar	Information Technology
160115737051	Sai Kiran Varnakavi	Information Technology
160115737041	Eswarnaik Hasavath	Information Technology
160115737043	Krishna singaram	Information Technology

Dr. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.ir

Direct Dialogue Initiatives

16/02/2021

OL/FTE/0221/04

Kandula Vinona Sri
D/O Kandula Pratap,
8-2-603/B/S/1/12, Road No 10 Mithila Nagar,
Behind IAS IPS Officers Qtrs,
Banjara Hills, Hyderabad,
Andhra Pradesh - 500055

Dear Kandula,

Congratulations! Welcome to Direct Dialogue Initiatives India Private Limited.

With reference to your application to the post of Outreach Officer and pursuant to your interview with us, we are pleased to extend you a conditional offer of employment with Direct Dialogue Initiatives India Private Limited.

You will be enrolled into our employee rolls from **04-March-2021**. Your job position will be **Outreach Officer**. You will be based at **Hyderabad**.

The monthly CTC for this role would be **Rs.34,850/-**. Remuneration is subject to statutory tax deductions and company contributions.

You will be paid **Rs.150** per day for the actual number of days worked in a month.

Incentives will be paid as per prevailing policy of DDII on achievement of deliverables.

This offer of employment will be valid when the following conditions are fulfilled:

- Signing of the formal employment contract,
- Satisfactory reference checks.

Please initial each page and sign this letter to accept this offer.

We will be proud to have you as a member of our team to enable us to achieve our professional goals and objectives.

Sincerely,
For **Direct Dialogue Initiatives India Private Limited**



Dipti Warman
CEO

Direct Dialogue Initiatives India Pvt. Ltd.

Regd Office: 5th Floor, Shubharam Complex, Nos. 144 and 144/1, M.G. Road, Bengaluru 560 001, Karnataka, India.
Ph: 080 61 311 700

CIN: U74999KA2016PTC097239

CONDITIONS OF EMPLOYMENT

PAY

Your salary at the start of your job will be Rs.34,850/-

Employee Pay is determined as per the Company's Pay Policy currently in force. Any changes to your pay will be governed by the Pay Policy and changes made to it from time to time.

Your pay is subject to all statutory tax deductions including Provident Fund, ESIC Contribution Employment / Professional Tax, Tax deducted at source, at the rates applicable on your remuneration in accordance with the local laws and Income Tax Act, 1961 or any other taxes or statutory dues/levies etc.

The Income Tax Liability with regards to your salary and perks will be at your liability and will be governed by the applicable tax laws.

All expenses incurred by you on behalf of the Company as authorized, in connection with your duties will be reimbursed to you at actuals / as per the eligibility indicated in the Company policy, and on your presenting appropriate vouchers/documents as per the accounting policies of the Company.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background and professional merit. You shall maintain this information and any future changes to your remuneration, as strictly personal and confidential.

PROBATIONARY PERIOD

All new employees are required to undertake a period of probation for upto 6 (six) months, in which time you will be expected to establish your suitability for the post. At the end of this period and subject to a satisfactory performance review from your manager, you will be considered as a confirmed employee. If at the end of probation, your performance is not found satisfactory a further extension of 2 months will be given.

WORKING HOURS

We work five days a week (Monday to Friday), for 8 (eight) hours a day and designated Saturdays announced at the beginning of the year.

HOLIDAYS

During the calendar year i.e. from 1st January to 31st December, You are entitled to holidays as per the leave policy of DDII. A declared list of public and national holidays in India will be prepared and displayed at the beginning of the year. The holiday list will compulsorily include holidays on Republic Day (26th January), May Day (1st May), Independence Day (15th August), Gandhi Jayanti (2nd October) apart from the one mentioned herein DDII will also provide an additional days as public and festival holidays in accordance to the holiday list released by the Government on a yearly basis.

LEAVE

You are entitled to earned leaves as specified in DDII's leave policy and applicable employment laws. The details of Your leave eligibility and other conditions will be shared with You during Your new employee orientation.

Confirmed employees are also eligible for leave for long-term illness, bereavement and for when they may need to care for an ill family member. These details will be shared with you during your induction.

CODE OF CONDUCT

You shall conduct yourself in conformity with the code of conduct and employee guidelines of the Company from time to time.

COMPANY POLICIES

You will be governed by the company's policies, regulations and procedures presently in force or as introduced/amended from time to time. Further, during the employment period, you shall be required to perform your duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

BENEFITS

Provident Fund

All employees who opt in will be covered under the Employees Provident Fund (PF) Scheme. You will be briefed about your options to contribute to PF during your induction.

Employee State Insurance Corporation

All employees who are at par or with minimum limit prescribed by ESIC will be eligible to be covered under this act. You will be briefed about this during your induction.

Insurance benefits

We cover all our employees for Accident & Life insurance. Confirmed employees and their dependents and parents are also covered under our Group Medical Insurance Scheme.

Leave Encashment

Your Earned leaves accumulated as per the state norms will be paid out to You at the time of leaving the organization. The pay out to Employee towards unutilised earned leave will be calculated on the total of Fixed Gross Salary at the time of resignation.

Gratuity

Upon termination of employment an employee with 5 or more years of continuous service with us, you will be entitled to gratuity as per the Payment of Gratuity Act 1972.

OTHER EMPLOYMENT

You shall during your employment with the Company, devote the whole of your time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service, other than the Company's business and service, unless with prior written permission of the Company.

OTHER TERMS AND CONDITIONS

You shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. Please deal with the Company's money, material and documents with utmost honesty and professional ethics.

Any information furnished by the Company or accessed by you during your employment with the Company, shall be construed to be "**Confidential Information**" of the Company and its ownership shall vest with the Company. You assure and agree to maintain total secrecy of information provided by the Company, or information gathered during the course of your employment with the Company. Except with the prior written consent of the Company, you shall not reveal, disclose, modify, publish, transfer, to any third party, person, company or firm or use the

Confidential Information in any manner whatsoever. This clause shall survive your employment with the Company, in perpetuity.

You expressly acknowledge that, any work undertaken by you and performed during your employment with the Company, are on a “**work for hire**” basis and the ownership of all right, title, and interest in any copyright, patent, trademark, trade secret, invention or other proprietary work, either in whole or part, arising out of your employment with the Company, shall vest in the Company and you shall execute all appropriate documents (*if so required by the Company*), to perfect the Company’s title in the same including to grant to the Company an exclusive, sub-licensable, transferable, irrevocable, unconditional, unrestricted and royalty-free right and license to use, practice, copy and create derivatives of, and create products embodying any ideas incorporated therein. You agree and acknowledge that no intellectual property rights in the above shall vest in/be claimed by you at any time. This clause shall survive your employment, in perpetuity.

GOVERNING LAWS AND JURISDICTION

These terms and conditions shall be governed and construed in accordance with the laws of India. Any dispute arising hereunder shall be resolved at Bengaluru, Karnataka, India.

Kindly note that any action of yours, contrary to any of the above mentioned, shall render you liable for termination with immediate effect, notwithstanding any other terms and conditions of this offer.

I hereby accept employment on the terms set forth in this letter as of this **04-March-2021**.

Signature of Employee



160115737084
2018-19
passed out



HRD/3T/19-20/12669395

Ms. Yashaswi Kakumanu
Candidate ID: 12669395
H.No 14-52/A, Huda Colony,
Chandanagar
Hyderabad - 500050
Telangana
India
Ph: (91) 93942 39498

April 19, 2019

Dear Yashaswi,

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: 2019.04.19 16:48:59 +05:30
Reason: Offer Letter
Location: Bangalore

64	Madhuri Kandi	9100674224	160115735013	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
65	Shiva shanth reddy Gurrala	9908083888	160115735169	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
66	Vivek Kodepaka	8008962093	160115735060	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
67	Ranjith Boorugula	9010105700	160114735045	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
68	Bhanu prakash Renikuntla	7794822267	160115735089	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
69	Kasarla Sai Pratheek Reddy	9010391443	160115735167	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
70	Monika Amgoth	7036550995	160115735128	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
71	Rajashekar Reddy Minipuri	7730958463	160115735314	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
72	Bindu Devalla	9908782335	160115735065	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
73	Saikumar Gajji	8801122641	160115735110	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
74	Arvind Keesara	8801198729	160115735330	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
75	Morika Satla	7893357117	160115735068	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
76	Varshitha Indukuri	7661076524	160115735139	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
77	Harini Kolloju	7396114611	160115735009	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
78	Arura Kumar Allam	7286082054	160115735037	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
79	Srikanth Naradasu	9848772044	160115735105	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
80	Rahul Devunuri	9652368045	160115735103	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
81	Karthik reddy Gaddam	8586839444	160115735146	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
82	Ruchitha Ambothu	8501996288	160115735073	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
83	Roshini Bijjala	9133643676	160115735072	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
84	Sujan Kumar Vasimalla	9160572369	160115735171	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
85	Apeksha Khairtabad	9642671235	160115735002	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
86	Jatin Lingala	9618771771	160115737097	Information Technology (IT)	B.E.(Bachelor of Engineering)
87	Manish Enishetty	9849052324	160115737099	Information Technology (IT)	B.E.(Bachelor of Engineering)
88	Krishna Teja Jamalapuram	995987303	160115737098	Information Technology (IT)	B.E.(Bachelor of Engineering)
89	SRINU NAIK Mudavath	9515351330	160115737114	Information Technology (IT)	B.E.(Bachelor of Engineering)
90	Sai sandesh Goud Sunkishaia	7075638555	160115737110	Information Technology (IT)	B.E.(Bachelor of Engineering)
91	Abhinav Raju Nadimpally	8008200062	160115737085	Information Technology (IT)	B.E.(Bachelor of Engineering)
92	Roshini Palle	9100321361	160115737070	Information Technology (IT)	B.E.(Bachelor of Engineering)
93	Indrani Budigam	9154057241	160115737065	Information Technology (IT)	B.E.(Bachelor of Engineering)
94	Sandeep Gurram	9182741393	160115737314	Information Technology (IT)	B.E.(Bachelor of Engineering)
95	Geetha Julakanti	9676996767	160115737011	Information Technology (IT)	B.E.(Bachelor of Engineering)
96	Ujwal Dasari	7207871593	160115737056	Information Technology (IT)	B.E.(Bachelor of Engineering)
97	Srujan Tikayyolla	9700031175	160115737055	Information Technology (IT)	B.E.(Bachelor of Engineering)
98	Madhuri Kurri	9100622373	160115737016	Information Technology (IT)	B.E.(Bachelor of Engineering)
99	Satvika Yenigalla	9490547448	160115737026	Information Technology (IT)	B.E.(Bachelor of Engineering)
100	Sonali Bandi	9177023619	160115737029	Information Technology (IT)	B.E.(Bachelor of Engineering)
101	Rishi Chandana Chinthareddy	9912416566	160115737069	Information Technology (IT)	B.E.(Bachelor of Engineering)
102	Aparna Reddy	7995229295	160115737005	Information Technology (IT)	B.E.(Bachelor of Engineering)
103	Pavan Raj Gajarla	9177205766	160115737046	Information Technology (IT)	B.E.(Bachelor of Engineering)

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



HRD/3T/19-20/12669257

Mr. Abhiram Koushik Komanduri

Candidate ID: 12669257
H.No B3/53, Huda Colony,
Chandanagar
Hyderabad - 500050
Telangana
India
Ph: (91) 95534 48136

April 19, 2019

Dear Abhiram,

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
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askus@infosys.com
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HRD/3T/19-20/12669257

April 19, 2019

Mr. Abhiram Koushik Komanduri
Candidate ID: 12669257
H.No B3/53, Huda Colony,
Chandanagar
Hyderabad - 500050
Telangana
India
Ph: (91) 95534 48136

Dear Abhiram,

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 **May 06, 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. Abhiram Koushik Komanduri
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. Abhiram Koushik Komanduri
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. RETIARAL 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				



March 8, 2019

Adhokshaj Vemavarapu
Hno :998 Ngos Colony Vanasthalipuram
Hyderabad, 500070
India

Applicant ID (UIN): 659116237

Dear Adhokshaj,

Congratulations! I am pleased to inform you that you have been admitted as a student to the Master of Science program in Computer Science at the University of Illinois at Chicago (UIC) beginning in the Fall 2019 term.

The Graduate College requires that each degree student work with a department advisor in selecting courses. Details on advising will be communicated to you by the department, if they have not already done so. Also available for students admitted to the University is my.UIC, a portal designed to assist students with the admission to registration process. Please go to <http://go.uic.edu/gradadmit> to access my.UIC, if you have not already done so. We encourage you to visit the portal regularly to check your messages and obtain new information.

Newly enrolled students are automatically enrolled in CampusCare, the University-sponsored health benefits program, when assessed the Student Health Insurance Fee along with the tuition. Consult the CampusCare website at <http://campuscare.uic.edu> to obtain information about the program including permissible reasons to have it waived.

You have been classified as an international, nonresident student of Illinois. This status is for a person who is a citizen or permanent alien of a country other than the United States, who expects to return to a residence outside the United States, and either is, or proposes to be, a temporary alien in the United States for educational purposes only. As an international student you are required to see an advisor in the Office of International Services (OIS) at UIC to verify your current immigration status upon your arrival at UIC. Failure to do so may jeopardize your stay in the US. Any questions or concerns regarding your immigration status should be addressed to OIS.

Your admission is conditional upon receipt of certain required documents. If you are currently completing your bachelor's degree, you will need to submit a final, official transcript. If your admission is based on unofficial documents, we will need to receive official documents. The required documents that must be submitted are listed on your application status page. See our Admitted Student Guide at <http://go.uic.edu/gradadmit> for submission details. For specific questions about your admissions status or required documents, consult the Office of Admissions at (312) 996-4350.

Admission to the Graduate College is for a specific term. However, if you wish to defer admission, it is possible that you may do so for up to one year without reapplying. Please contact your department with any questions concerning deferral.

Again, congratulations! We look forward to providing you with an outstanding education.

Sincerely,



Karen J Colley
Dean
UIC Graduate College



भारतीय प्रबंध संस्थान इन्दौर
INDIAN INSTITUTE OF MANAGEMENT INDORE

Rau-Pithampur Road, Indore-453556, M.P, India
Phone: 731-2439666; Website: iimdr.ac.in

STUDENT IDENTITY CARD

POST GRADUATE PROGRAMME IN MANAGEMENT



Ananya Veer M
is a student of IIM Indore.

Roll No : 2019PGP514

Blood Group : O+

Ananya

Signature of PGP Student

[Signature]

Authorised Signatory

160115737089

4-March-2020

Mr. Guguloth Anil Kumar
7-18, RekulaThanda,
Kuravi(M),
PinCode - 506105

Sub: Internship Letter

Dear Mr. Guguloth Anil Kumar,

This refers to your application and subsequent interview with us.

As per the terms of this LOI you are voluntarily agreeing to undergo the 72 days of technical training program starting from 20-Jan-20 as per below mentioned terms. Technical training will be provided by Artech approved Training Partner.

Training Terms & Condition

- Training location will be Bangalore.
- All training expenses will be borne by Artech.
- During the training period all your boarding and logging expenses will be borne by Artech
- During training program you will not be entitled for any remuneration/Stipend /Allowances.
- Artech will not bear any travel expenses.
- Training will be 6 days in a week
- You will not be eligible for any leave during your training period.

At the completion of Training period mentioned above you will be assessed by Artech/client for suitable position on their project at various locations within India. On being successfully shortlisted you will be offered employment with us as per below term and condition.

Employment Terms & Condition

- During 1st month of your employment with Artech, you will be eligible for INR 10,000 as Stipend.
- Stating from 2nd month you will be eligible for monthly remuneration of 23333 (Twenty Thousand Three Hundred Thirty Three only)
- Your Annual CTC will be INR 280000/- (Two Lakh Eighty Thousand Only), detailed Salary Break up will be provided in Appointment letter after the successful on boarding.
- Deployment will be subject to clearance of training assessment and receiving the relevant PO on your Deployment from Artech's client.
- Your services are transferable at all times to any of our works, offices, and Sister Concerns and client locations anywhere in India or Abroad.

Artech Infosystems Pvt Ltd

Cyber Park, 1st Floor, Block B, Plot No.76-77, Electronic City Phase - 1, Doddathogur Village, Bangalore - 560 100 INDIA

Tel :+ 91 80 6734 4999, 4098 3500, Fax: 67344900

E-mail : info@artechinfo.in, Website : www.artechinfo.com

Regd. Office : 805, Krishna Apra Business Square, Wazirpur District Centre, Netaji Subhash Palce, New Delhi - 110 034 INDIA

CIN - U74899DL1980PTC010770

PRIVATE AND CONFIDENTIAL

August 16, 2019

Anirudh Priyatham Veerabathini

H No 17-144/A
Srinagar Colony, Siddipet

Dear **Anirudh Priyatham**,

160115737092
2019 passed out

LETTER OF APPOINTMENT

We are pleased to offer you employment with **DBS Asia Hub 2 Private Ltd ("Company")**, subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with DBS ("Letter of Appointment").

Position

Your appointment will be SNROFFCR, Specialist, Application Developer (BR0006), with the corporate rank of Senior Officer in Middle Office Technology of Company at India>Telangana>Hyderabad. Your role and responsibilities may from time to time extend to cover other entities within the DBS Group ("Group") which may be situated at any location where the Company has or may in future commence operation. As we continue to make our mark in Asia, we look forward to having you on board to seize the opportunities offered by a growing Asia.

TOTAL COMPENSATION

You will receive a total compensation comprising an Annual Guaranteed Cash (Basic Salary and Other Allowances), Variable Bonus and Benefits.

(a) Your commencing Annual Guaranteed Cash (Basic Salary and Other Allowances) is Rs. 668,040 - only.

Refer "**Annexure A**" for detailed breakup of your Annual Guaranteed Cash.

(b) Variable Bonus

You will be eligible for a Variable Bonus provided you are not serving your notice period consequent to your resignation/termination of your employment by the Company as on the payment date. The amount will be determined by the Company at its sole discretion taking into account your performance, the performance of the Company and the operating unit you are deputed to, as well as other factors that may be determined by the Company. The Company's decision in this regard will be final and binding and shall not be called in question.

The Variable Bonus may include:-

- (i) cash; and/or
- (ii) long-term incentives
- (iii) quarterly performance bonus for sales staff (Where Applicable instead of Variable Bonus)

Provided that such performance bonus shall be dependent upon your performance.

Benefits

You will enjoy a host of benefits which covers various types of leave including annual leave, medical leave and insurance. Details of these key benefits are set out in Appendix I enclosed. All schemes on staff benefits, allowances, bonuses and incentives are granted at the Company's sole discretion. The Company may review and modify these schemes from time to time and this may result in changes in or withdrawal of the schemes, upon notification by the Company.

Probation

Your probationary service period is 3 months starting from (and including) the date on which you commence your employment with the Company. Confirmation of your appointment is subject to satisfactory work performance and conduct during the probationary service period. Unless you are notified otherwise, your appointment will be confirmed automatically.

Resignation and Notice Period

On confirmation of your appointment with the Company, you will continue to be employed by us until either you or we terminate your employment by giving notice period as applicable enumerated in the table below, however, it will be at Company's discretion. We may, in lieu of notice, also terminate your employment by paying you (Subject to paragraph 12 (d) & 12 (g) in appendix 2) or such proportionate amount according to any unexpected portion of such notice.

The notice period for termination of your employment with the Company is dependent on your corporate rank as follows:

Corporate Rank	Notice Period	
	During Probation	After Probation
All DAH2 Staff	1 month	2 months
Contract Staff	1 month	



ITC LIMITED
AGRI BUSINESS DIVISION
Grand Trunk Road, Post Box No. 317
Guntur - 522 004 A.P., India
Telephone : +91 863 7348000
e-mail : abd.iltld@itc.in

July 1, 2019

Mr Muthukuru Bhargav Reddy
Flat No.303, MLN Shantinivas
Post Office Road
Erragadda
Hyderabad
Rangareddy Dist. 500018

Dear Sir,

This has reference to the interviews and the Company's medical examination that you have concluded with us successfully.

We are pleased to offer you employment in our Division as **"Graduate Engineer Trainee"** (Level 6 / Grade A1) with effect from July 01, 2019 subject to the following conditions:

- A.
- i) Production of documentary evidence in support of your date of birth;
 - ii) Proper replies from your referees on your conduct and character;
 - iii) Production of documentary evidence in support of your educational qualification
 - iv) Successful completion of Employment Verification
- B. Declaration as to whether or not you are a relative of a Director of our company.

Regarding (i), documentary evidence must be a birth certificate or a passport or an affidavit sworn out by your father, mother or close relative. School Leaving certificates are not acceptable. This date, once accepted, will be used for all purposes in connection with your employment and no cognizance will be taken of any alterations in the future.

This is to confirm the terms upon which you are offered employment with ITC Limited (hereinafter called "the Company") will be as follows : -

1. You will be on probation for a period of one year and provided your work has been satisfactory, you will be confirmed in the services of the Company on conclusion of probation.
2. You will be eligible to join the Company's Provident Fund, known as the India Associated Tobacco Companies Provident Fund, from the date of your engagement. In this connection, will you please let us know whether you are at present, or have been, a member of any Provident Fund Scheme.

lbreddy

[Signature] 2

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Registered Office : Virginia House, 37 J.L. Nehru Road, Kolkata, 700071, India

Visit us at www.itcportal.com and www.itc-iltld.com • Corporate Identity Number : L16005WB1910PLC001985 • e-mail : enduringvalue@itc.in

Name Loka Hemanth Reddy
Position Technical Associate
Location Hyderabad

Proposed Salary		
	Monthly	Yearly
Basic	22,270	267,240
HRA	11,140	133,680
Special Allowance	14,410	172,920
Statutory Bonus	0	0
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Leave Travel Allowance	5,000	60,000
Gross Salary	55,670	668,040
Employer's Provident Fund	2,673	32,076
CTC	58,343	700,116

Other Benefits

1. You will be eligible for availing medical insurance (hospitalization), life insurance and personal accident insurance from the date of joining. However, coverage under any insurance policy shall be at the discretion of the insurer. The extent of coverage offered to you will depend upon the designation accorded to you in the bank. The admissibility of the claims (if any) will depend upon the terms and conditions of the DBS insurance scheme and insurance policy.
2. Gratuity - As per Company policy
3. You can choose any one monthly reimbursement amount for Telephone & Internet Reimbursement viz., Nil, 1000/-, 2000/- , or 3000. The same will be adjusted from the special allowance component. This can be claimed tax free on submission of bills, in case of non submission of bills unclaimed amount will be paid at the end of the year post tax.
4. You are eligible to choose iFlex benefits (Bouquet of benefits) such as Professional Development, Wellness and Health. This is in addition to the compensation offered and the admissibility of the claims will depend upon the terms and conditions of the DBS Asia Hub 2
5. **Offer Subject to Internal Approval and subsequent Pre-Employment Screening**

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15-Mar-2019

Jatin Lingala

**H.NO-10-6-32/2A, ROAD NO. 9, BRINDAVAN COLONY SAROORNAGAR
9618771771**

Dear Jatin,

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.

**BE YOURSELF,
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accenture

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②

12-Mar-2019

Krishna Teja Jamalapuram
1-16-428/1, Irfan Nagar Colony, Sirpur Kaghaznagar
9959873503

160115737098

2019 passed out

Dear **Krishna Teja,**

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 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: f0b66673-db8b-49e5-bf96-e8cd92fe6325_1
Signed By: Mohan Sekhar

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MAKE A DIFFERENCE.**

accenture

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21-Feb-2019

Manish Enishetty

H-No:15-73/1/6,Rajendra Nagar,Ramayampet,Medak dist
9849052324

Dear Manish,

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.



Wells Fargo EGS (India) Private Limited (formerly known as Wells Fargo India Solutions Private Limited)

Wells Fargo Centre
Orion IT/ITES SEZ
Divyasree NSL Infrastructure Private Limited SEZ
Survey. No. 66/1, Raidurga Village
Serilingampalli Mandal, RR District
Hyderabad, India 500032
Tel: 91 40 4032 1000
Fax: 91 40 4023 1100
wellsfargo.com

June 26, 2019

Naga Akhil Belide
Hyderabad

OFFER OF EMPLOYMENT

Dear Naga Akhil,

We are pleased to offer you a position at **Wells Fargo EGS (India) Private Limited ("Wells Fargo")**, and your appointment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

- **Designation:** You will be designated as **Apps Programmer/Analyst 1. Notwithstanding anything herein**, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you. On your first day of employment **July 1, 2019 (DOJ)** you will need to report before 8:30 a.m. at Wells Fargo EGS (India) Private Limited, Wells Fargo Centre, Building 1A, Orion IT/ITES SEZ, Divyasree NSL Infrastructure Private Limited SEZ, Survey.No.66/1, Raidurga Village, Serilingampalli Mandal, RR District, Hyderabad 500032.
- **Training Period:** The first fifteen days, you would be going through induction and extensive training programs, as may be required by Wells Fargo.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be **INR 550000/- (Rupees Five Lakh Fifty Thousand Only)**. Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- **Place of Work:** You will be initially based at the Wells Fargo office in Hyderabad. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, reporting lines and reporting manager, in line with applicable laws, during the term of your service.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Affiliate/Associated Company where such duties or services are of a similar status to or consistent with your position with Wells Fargo.
- **Confidential Information and Inventions:** As an employee of Wells Fargo, you will have access to Wells Fargo's confidential information and you may, during the course of your employment, develop certain

information or inventions, which will become the property of Wells Fargo, or its Affiliate/Associated Company or that of its customers or partners. Accordingly you agree to sign a separate employee information and inventions assignment agreement ("Employee Proprietary Information and Inventions Assignment Agreement"), Non-Disclosure Agreement and a deed of assignment as and when necessary. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for Wells Fargo.

- **Exclusivity of Service:** You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing any of the duties of your employment, in accordance with the terms and conditions of this letter. You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Wells Fargo and/or its Affiliate/Associated Companies at all times during the course of your employment with Wells Fargo. You must not carry on, during the term of your employment, without the prior express permission of Wells Fargo or any person so authorized by Wells Fargo obtained in writing, any lecturing assignments or any business either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent or otherwise in any business, trade or profession whatsoever. During the term of employment and for a period of 1 year immediately following the expiration or earlier termination of employment, you agree not to interfere with the business of Wells Fargo in either of the following ways: (i) solicit or attempt to solicit any employee, independent contractor or consultant of Wells Fargo to become an employee, consultant or independent contractor to or for any other person or entity, or (ii) solicit any customers of Wells Fargo with whom you had contact or whose identity you learned as a result of your employment with Wells Fargo. For purposes of this letter, you agree that a customer is any person or entity to which Wells Fargo has provided goods or services at any time during the period commencing six (6) months prior to your employment with Wells Fargo and ending on the date your employment with Wells Fargo ends.
- **Probation:** You will be on probation for a period of **six (6)** months from the date of joining Wells Fargo. If necessary and at the discretion of Wells Fargo, the probation period may be extended by a further period of **three (3)** months. You will be confirmed for employment upon successful completion of the probation period.
- **Required Absence:** Certain positions in the Company are covered by Required Absence from Sensitive Positions Policy (**RA Policy**), which will be effective 1 January 2018 for International team members. This will apply to you only if your role is for a Position covered by RA Policy. Coverage may change from time to time so that even if your Position is not covered now, it may be covered by RA Policy later depending on business requirements. You will be separately informed if the Position is covered or will be covered by RA Policy. If your Position is covered by RA Policy, you will be required to be away from the role for a minimum period of two consecutive (2) weeks or ten (10) consecutive working days per year on a qualifying period of absence, during which time you will not be permitted to perform sensitive task work associated with the Position, including, but not limited to, accessing Wells Fargo systems or devices, remotely or otherwise, in relation to such sensitive task work. Other mandatory time away requirements may apply even if the Position is not covered by RA Policy, as set out in the Handbook. Working with HR and your manager, you may use a combination of the following absences or assignments (only if such absences or assignments are applicable to your Position) to comply with the RA Policy:
 - Paid Time Off (scheduled or unscheduled)
 - Compensatory Time Off
 - Leave of absence
 - Other Paid Time Away
 - Off-site training or professional conferences
 - On-site training, temporary job reassignments or temporary assignments specifically designated and approved by line-of-business senior management and the group risk officer
 - Unpaid time off, as appropriate
- **Provisional Certificate:** This offer of employment is subject to successful submission of your provisional certificate /final year mark sheet without any arrears on or before 31-August-2019. In the event you fail to submit the provisional certificate/mark sheet substantiating the fact that you hold the required qualification, Wells Fargo, at its discretion, shall revoke this offer of employment in its entirety.

- **Separation with No Cause:** For Separation with No Cause during the Probation Period either party may give notice of separation of employment at any time, subject to one (1) months' notice in writing. Wells Fargo at its sole discretion has a right to waive the notice period on payment of a sum of money equal to one month's salary in lieu thereof. Following completion of the Probation period, either party may give notice of separation of employment at any time, subject to three (3) months' notice in writing. Wells Fargo, at its sole discretion has a right to waive the notice period on payment of a sum of money equal to three month's salary in lieu thereof. Following any termination of the period of Employment, you shall fully cooperate with Wells Fargo in all matters relating to the winding up of pending work on behalf of Wells Fargo and the orderly transfer of work to other employees of Wells Fargo. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to Wells Fargo and shall be returned promptly to Wells Fargo upon termination of the period of Employment.
- **Separation for Cause:** At any time, by notice to you specifying the reason for termination, the Wells Fargo may terminate your employment for cause. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Wells Fargo of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Wells Fargo or the carrying out of your duties. Wells Fargo shall only pay you all fixed compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination.
- **Separation During Training:** For separation during the Training Period Wells Fargo may give one weeks' notice of separation to you in writing, for reasons including but not limited to:
 - Failure to submit the relevant academic certificates as per the eligibility criteria laid down for a specific role
 - Failure to obtain the required CGPA/GPA/the percentage of aggregate marks in each of the subjects, as may be laid down by Wells Fargo as an eligibility criteria or
 - Violation of Wells Fargo's Code of Ethics and Business Conduct during the time of training at Wells Fargo premises or at Wells Fargo sponsored training venues and/or Wells Fargo provided accommodation
 - If it believes that you lack the capability to progress to probation. Lack of capability may include, but is not confined to, the following:
 - poor performance, i.e., failing to achieve the standards specified in the training program
 - poor performance in assessments, i.e., failing to achieve the standards specified in this training during the assessments
- **Code of Conduct:** Your appointment at Wells Fargo would require you to be bound by the prevailing code of conduct, rules, regulations, policies, procedures and guidelines of the Wells Fargo.
- **Wells Fargo's Employee Handbook:** The provisions of the Wells Fargo EGS Team Member (employee) handbook (as amended from time to time) shall govern your employment except so far as they are inconsistent with the terms of this letter. You will be provided access to Wells Fargo's Team Member handbook via the Wells Fargo intranet once you have joined Wells Fargo. Your appointment with Wells Fargo would require you to be bound by all rules, regulations and guidelines issued by Wells Fargo from time to time, in relation to personal and professional conduct, and discipline. You are also required to sign the "Code of Ethics and Business Conduct." Your acceptability of these agreements and compliance to rules, regulations and policies shall also be deemed to be a part of employment terms at Wells Fargo.
- **Miscellaneous:** Wells Fargo assumes that the information provided by you in all aspects related to your background check or otherwise is accurate and comprehensive. In the event, the information provided by you is found to be false or fraudulent, Wells Fargo shall have right including but not limited to revoke this offer letter or terminate your employment with Wells Fargo, as the case may be. In case any provisions or part thereof in this letter is held to be invalid or unenforceable by any court of competent jurisdiction, it will not affect the validity or enforceability of the remaining provisions or parts thereof. The information contained in this letter of appointment is 'Personal & Confidential'. This letter contains sensitive, personal and confidential information and its contents are not to

be shared with or divulged to other Wells Fargo employees excepting your supervisor(s) or the Human Resources Department.

For Wells Fargo EGS (India) Private Limited



Chandrasekhar Narayana Bhatta
Authorized Signatory

Agreed to and accepted by:

Naga Akhil Belide
Printed Name and Signature/Date



Enterprise Global Services
Human Resources

June 26, 2019

Team Member Name: Naga Akhil Belide
Designation: Apps Programmer/Analyst 1
Grade Code: ASE1

Dear Naga Akhil,

We are pleased to have offered you a guaranteed joining bonus of **INR 85000/- (Rupees Eighty Five Thousand Only)**, less statutory deductions.

The one-time joining bonus paid to you will be repayable by you to the company in case you leave the organization within 12 months of service.

As per the Wells Fargo EGS (India) Private Limited policy, you are required to keep all compensation related information confidential.

For Wells Fargo EGS (India) Private Limited

A handwritten signature in black ink, appearing to read "Chandrasekhar Narayana Bhatta".

Chandrasekhar Narayana Bhatta
Authorized Signatory



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

PRATIK SAXENA

Villa No. 6, Aditya Fortview, Puppalaguda, Manikonda
Hyderabad, 500089

Dear PRATIK,

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

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.

PRATIK, 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.

2018-19. position

Name **Ritesh Nela Kosigi**
Position **Technical Associate**
Location **Hyderabad**

Proposed Salary		
	Monthly	Yearly
Basic	22,270	267,240
HRA	11,140	133,680
Special Allowance	14,410	172,920
Statutory Bonus	0	0
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Leave Travel Allowance	5,000	60,000
Gross Salary	55,670	668,040
Employer's Provident Fund	2,673	32,076
CTC	58,343	700,116

Other Benefits

1. You will be eligible for availing medical insurance (hospitalization), life insurance and personal accident insurance from the date of joining. However, coverage under any insurance policy shall be at the discretion of the insurer. The extent of coverage offered to you will depend upon the designation accorded to you in the bank. The admissibility of the claims (if any) will depend upon the terms and conditions of the DBS insurance scheme and insurance policy.
2. Gratuity - As per Company policy
3. You can choose any one monthly reimbursement amount for Telephone & Internet Reimbursement viz., Nil, 1000/-, 2000/-, or 3000. The same will be adjusted from the special allowance component. This can be claimed tax free on submission of bills, in case of non submission of bills unclaimed amount will be paid at the end of the year post tax.
4. You are eligible to choose iFlex benefits (Bouquet of benefits) such as Professional Development, Wellness and Health. This is in addition to the compensation offered and the admissibility of the claims will depend upon the terms and conditions of the DBS Asia Hub 2
5. Offer Subject to Internal Approval and subsequent Pre-Employment Screening

Annexure I: Compensation Details

Date of Offer: 24 April 2019

Name: Rohit Sai Chowdary Potluri

Job Title: Apprentice for first year and post successful completion of Apprenticeship Training will be designated as Sr Tech Associate

Band: H7

160115737105

2019 passed out

A. Annual Compensation

Annual Compensation Components	(All figures are in Rs. per annum)
Stipend#	148,750
House Rent Allowance	74,375
LTA	30,000
Advanced Statutory Bonus	21,600
Employer's Contribution to Provident Fund	21,600
Gratuity (as per payment of Gratuity Act)	7,155
BA Continuum Allowance	121,520
Total Annual Compensation (CTC)	425,000

Statutory Deductions:

1. You will also be eligible to participate in the Company's retirement benefits program, as applicable to employees at your level i.e. Provident Fund.
2. Basis the eligibility criteria for your coverage under Employees' State Insurance Act, 1948 ("ESIC") and in line with the statutory requirements and amendments thereto from time to time, your salary will be subjected to necessary deductions towards employee's contribution to ESIC. The Company will make the necessary employer's contribution accordingly

General Terms:

1. The Administration of the components will be based on Company policy as well as applicable statutory requirements.
2. Upon joining the Company, you will also be enrolled in the hospitalization insurance scheme as applicable to employees at your level. In addition, you will be entitled to any other benefits, as per prevailing Company's policies.
3. Taxes at source will be deducted as per provisions of Income Tax Act, 1961.

* The Gratuity amount mentioned in the CTC is an indicative figure and used only for calculation purposes and the company will pay the Gratuity amount as per the norms laid out in The Payment of Gratuity Act, 1972.

"Stipend" will be paid only during first year of Apprenticeship training along with the above allowances and post successful completion of the Apprenticeship Training Period, in lieu of "stipend", "basic" salary along with allowances as applicable to your band will be paid.

04-Dec-2018

Dear Sai Kiran Chavan,
B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485446

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://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: Sai Kiran Chavan **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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



Employee ID	553006	Employee Name	POTLURI SAI KRANTI KIRAN
Date Of Birth	04/02/1997	Date of Joining	01/07/2019
Designation	JUNIOR SOFTWARE ENGINEER	Bank Name	HDFC BANK
Bank A/C No	50100257498221	PAN NO	
PF No.	AP/HYD/34934	Location	HYD
No of Days / LOP/LOPR	31.00 / 0.00 / 0.00	VPF%	
Job Level		Universal Account Number	
Old Employee ID			

Payslip for the month of Jul 2019

Earnings	Reference Amount	Amount	Arrear Amount	Year to Date	Deductions	Amount	Year to Date
Basic	14,280.00	14,280.00	0.00	14,280.00	Profession Tax	200.00	200.00
H.R.A	5,712.00	5,712.00	0.00	5,712.00	Provident Fund (PF)	1,800.00	1,800.00
Special Allowance	24,421.00	24,421.00	0.00	24,421.00	AMEWS	100.00	100.00
Statutory Bonus	3,100.00	3,100.00	0.00	3,100.00	MEDI INSU DED	2,933.00	2,933.00
Gross Earnings		47,513.00		47,513.00	Gross Deductions	5,033.00	5,033.00

Net Pay 42,480.00**Net Pay In Words** Rupees Forty Two Thousand Four Hundred And Eighty Only

Other Statutory Deductions	Projected	Year to Date	Balance
Income Tax	71,337.00	0.00	71,337.00
Profession Tax	1,800.00	200.00	1,600.00

Provident Fund(PF) Details	Amount	Year to Date
Employee Contribution to PF	1,800.00	1,800.00
Employee V P F Contribution	0.00	0.00
Employer Contribution to EPS	1,250.00	1,250.00
Employer Contribution to PF	550.00	550.00

Note : This is a computer generated payslip and does not require authentication.

Roll No.	Full Name	Specilization / Branch
160115734040	Pruthvichandra Singasani	Electrical & Electronics Engg
160115734112	Srinagh Chalasani	Electrical & Electronics Engg
160115734087	Jay Panara	Electrical & Electronics Engg
160115734098	Gudipudi Rahul	Electrical & Electronics Engg
160115734089	Madhu Amaraboina	Electrical & Electronics Engg
160115734081	Vaishnavi Voddnaalaa	Electrical & Electronics Engg
160115734075	Sankeerthana Jangam	Electrical & Electronics Engg
160115737009	Brahmani Thota	Information Technology
160115737001	Abhishiktha Kommarthi	Information Technology
160115737007	Ashritha Polneni	Information Technology
160115737052	SHAIK MATHEEN	Information Technology
160115737033	Aditya Kante	Information Technology
160115737104	Ritesh Nela Kosigi	Information Technology
160115737075	Shaik Kareema	Information Technology
160115737076	Shreeshma Baimeedi	Information Technology
160115737112	Shivaramteja Keerthi	Information Technology
160115737100	Naga Akhil Belide	Information Technology
160115737045	Naga Vikas Pabba	Information Technology
160115737030	Uma Maheshwari Vemmula	Information Technology
160115737008	Bhavitha Maile	Information Technology
160115737022	Sai Sindhu Muthyala	Information Technology
160115737019	Pragna Challa	Information Technology
160115737058	Vasudeva Gudimalla	Information Technology
160115737106	Sai Kiran Chavan	Information Technology
160115737073	Sandhya Lingamalla	Information Technology
160115737118	Vivek Kumar Reddy Hanumareddy	Information Technology
160115737064	Deepika Bomma	Information Technology
160115737086	Abhiram Komanduri	Information Technology
160115737002	Alekhya Nalla	Information Technology
160115737020	Preethi Ele	Information Technology
160115737031	Bellamkonda Urvashi	Information Technology
160115737038	Deekshith Ganapuram	Information Technology
160115737082	Vigna Shree Telukunta	Information Technology
160115737072	Sai Rishitha Gorantla	Information Technology
160115737074	Sathya Sri Pasham	Information Technology
160115737084	Yashaswi Kakumanu	Information Technology
160115737111	Sanjeev Dumpala	Information Technology
160115737108	Sai Shashank Veesam	Information Technology
160115737048	Pravin Kishore Koyalkar	Information Technology
160115737051	Sai Kiran Varnakavi	Information Technology
160115737041	Eswarnaik Hasavath	Information Technology
160115737043	Krishna singaram	Information Technology

Dr. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.ir



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Prestige Cyber Towers, 117, Rajiv Gandhi Salai (OMR),
Karapakkam, Chennai-600097, India.
Tel: +91 44 6695 2000
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2034813 /345418.

09/12/2019,

Sai VIVEK Yeggadi
H NO 7-41 JPN NAGAR MIYAPUR,
Hyderabad,
India

Confidential

Dear Sai VIVEK Yeggadi,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **09/19/2019** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Chennai-PCT**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,003 (Rupees Three Lakhs and three only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,007.00 (Rupees Three Lakhs Eighty Thousand and Seven only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Page 4 of 22

64	Madhuri Kandi	9100674224	160115735013	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
65	Shiva shanth reddy Gurrala	9908083888	160115735169	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
66	Vivek Kodepaka	8008962093	160115735060	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
67	Ranjith Boorugula	9010105700	160114735045	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
68	Bhanu prakash Renikuntla	7794822267	160115735089	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
69	Kasarla Sai Pratheek Reddy	9010391443	160115735167	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
70	Mounika Amgoth	7036550995	160115735128	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
71	Rajashekar Reddy Minipuri	7730958463	160115735314	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
72	Bindu Devalla	9908782335	160115735065	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
73	Saikumar Gajji	8801122641	160115735110	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
74	Arvind Keesara	8801198729	160115735330	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
75	Morika Satla	7893357117	160115735068	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
76	Varshitha Indukuri	7661076524	160115735139	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
77	Harini Kolloju	7396114611	160115735009	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
78	Aruru Kumar Allam	7286082054	160115735037	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
79	Srikanth Naradasu	9848772044	160115735105	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
80	Rahul Devunuri	9652368045	160115735103	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
81	Karthik reddy Gaddam	8586839444	160115735146	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
82	Ruchitha Ambothu	8501996288	160115735073	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
83	Roshini Bijjala	9133643676	160115735072	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
84	Sujan Kumar Vasimalla	9160572369	160115735171	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
85	Apeksha Khairtabad	9642671235	160115735002	Electronics and Communication Engineering	B.E.(Bachelor of Engineering)
86	Jatin Lingala	9618771771	160115737097	Information Technology (IT)	B.E.(Bachelor of Engineering)
87	Manish Enishetty	9849052324	160115737099	Information Technology (IT)	B.E.(Bachelor of Engineering)
88	Krishna Teja Jamalapuram	9959873703	160115737098	Information Technology (IT)	B.E.(Bachelor of Engineering)
89	SRINU NAIK Mudavath	9515351330	160115737114	Information Technology (IT)	B.E.(Bachelor of Engineering)
90	Sai sandesh Goud Sunkishaia	7075638555	160115737110	Information Technology (IT)	B.E.(Bachelor of Engineering)
91	Abhinav Raju Nadimpally	8008200062	160115737085	Information Technology (IT)	B.E.(Bachelor of Engineering)
92	Roshini Palle	9100321361	160115737070	Information Technology (IT)	B.E.(Bachelor of Engineering)
93	Indrani Budigam	9154057241	160115737065	Information Technology (IT)	B.E.(Bachelor of Engineering)
94	Sandeep Gurrum	9182741393	160115737314	Information Technology (IT)	B.E.(Bachelor of Engineering)
95	Geetha Julakanti	9676996767	160115737011	Information Technology (IT)	B.E.(Bachelor of Engineering)
96	Ujwal Dasari	7207871593	160115737056	Information Technology (IT)	B.E.(Bachelor of Engineering)
97	Srujan Tikayyolla	9700031175	160115737055	Information Technology (IT)	B.E.(Bachelor of Engineering)
98	Madhuri Kurri	9100622373	160115737016	Information Technology (IT)	B.E.(Bachelor of Engineering)
99	Satvika Yenigalla	9490547448	160115737026	Information Technology (IT)	B.E.(Bachelor of Engineering)
100	Sonali Bandi	9177023619	160115737029	Information Technology (IT)	B.E.(Bachelor of Engineering)
101	Rishi Chandana Chinthareddy	9912416566	160115737069	Information Technology (IT)	B.E.(Bachelor of Engineering)
102	Aparna Reddy	7995229295	160115737005	Information Technology (IT)	B.E.(Bachelor of Engineering)
103	Pavan Raj Gajarla	9177205766	160115737046	Information Technology (IT)	B.E.(Bachelor of Engineering)

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

04-Dec-2018

Dear Sanjeev Kumar Dumpala,
B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485427

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://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: Sanjeev Kumar Dumpala **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
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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
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PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

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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

SEVIS ID: N0030785622

SURNAME/PRIMARY NAME Keerthi	GIVEN NAME Shiva Ram Teja	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Shiva Ram Teja Keerthi	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
DATE OF BIRTH 24 APRIL 1998	ADMISSION NUMBER	
FORM ISSUE REASON INITIAL ATTENDANCE	LEGACY NAME	

SCHOOL INFORMATION	
SCHOOL NAME George Mason University Fairfax	SCHOOL ADDRESS 4400 University Drive - MSN 4C3, Fairfax, VA 22030
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Ebony Amis International Advisor	SCHOOL CODE AND APPROVAL DATE WAS214F00683000 22 JANUARY 2003

PROGRAM OF STUDY		
EDUCATION LEVEL MASTER'S	MAJOR 1 Data Modeling/Warehousing and Database Administration 11.0802	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 20 JULY 2019
START OF CLASSES 26 AUGUST 2019	PROGRAM START/END DATE 19 AUGUST 2019 - 31 DECEMBER 2021	

FINANCIALS		ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 28,109	Personal Funds	\$	0	
Living Expenses	\$ 20,617	Funds From This School	\$		
Expenses of Dependents (0)	\$	Family Funds	\$	51,626	
Required Health Insurance	\$ 2,900	On-Campus Employment	\$		
TOTAL	\$ 51,626	TOTAL	\$	51,626	

REMARKS
Cost figures, including tuition are estimates only and subject to change. Student must check-in online and attend international student orientation at the beginning of the first semester.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/>	DATE ISSUED 07 June 2019	PLACE ISSUED Fairfax, VA
SIGNATURE OF: Ebony Amis, International Advisor		

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

<input checked="" type="checkbox"/>	SIGNATURE OF: Shiva Ram Teja Keerthi	DATE
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)
		DATE



Gopala Kala <gopalakrishna.kala@gmail.com>

Welcome Home : Joining Confirmation

1 message

Mishra, Kamlesh <kamlesh.mishra@bankofamerica.com>

Fri, Jul 19, 2019 at 3:50 PM

We're better when we're connected

Hi,

Welcome Home!

As discussed, your date of joining with BA Continuum India is 22nd July, 19

Details are as follows:

Venue:

BA Continuum India Private Limited

5A Building, 1st Floor, Mind Space, Raheja IT Park,
Hitech City, Madhapur,
Hyderabad 500 081

Time: 10.00 AM

Please get the below Documents

All Sem Mark Sheet
PC
Consolidated Mark sheet
Aadhaar Card
PAN Card
5 to 6 Pass port size photo

Hope you all have done the Verification if then please don it by Tomm.

Contact person: Manoj Leela Saidu

Request you to kindly refer the Welcome Letter attachment for the documents to be carried on the Day of joining.



Request to kindly call me @ 9967 57 2910 once you reach the venue.

Bank of America N.A. Member FDIC © 2017 Bank of America Corporation. All rights reserved

Regards,

Kamlesh Mishra

Life's better when we're connected™

This message w/attachments (message) is intended solely for the use of the intended recipient(s) and may contain information that is privileged, confidential or proprietary. If you are not an intended recipient, please notify the sender, and then please delete and destroy all copies and attachments, and be advised that any review or dissemination of, or the taking of any action in reliance on, the information contained in or attached to this message is prohibited.

Unless specifically indicated, this message is not an offer to sell or a solicitation of any investment products or other financial product or service, an official confirmation of any transaction, or an official statement of Sender. Subject to applicable law, Sender may intercept, monitor, review and retain e-communications (EC) traveling through its networks/systems and may produce any such EC to regulators, law enforcement, in litigation and as required by law.

The laws of the country of each sender/recipient may impact the handling of EC, and EC may be archived, supervised and produced in countries other than the country in which you are located. This message cannot be guaranteed to be secure or free of errors or viruses. Attachments that are part of this EC may have additional important disclosures and disclaimers, which you should read. By messaging with Sender you consent to the foregoing.

2 attachments



image002.png
179K



Welcome Letter BACI-HYD (Ver 1.3 01.09.14).pdf
246K

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

03-Sep-2019

Strictly Private and Confidential

160115737114

(e)

2018-19

passed out

SRINU NAIK Mudavath
4-19, Sariya thanda, aithole, nagarkurnool, 509209
9515351330

Dear **SRINU NAIK**,

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 - 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: 7793d0fa-03a8-4ed1-a73b-c7f663737eaa_1
Signed By: Mohan Sekhar

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, consisting of a large, stylized 'J' followed by the name 'Dimon' in a cursive script.

May 7, 2019

Bodapati, Suraj

2-41/9 Sai Nagar Colony,Dhoolapally, Sec-bad.
Hyderabad 500055

Dear Suraj Bodapati,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as an Analyst in the Software Engineer Program, Class of 2019, at JPMorgan Chase & Co..

Your position and title may change as a result of successful completion of the Program, promotion, or other operational requirements of the Company's business.

A2. Employment Commencement Date

Your employment is expected to commence on July 11, 2019. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours / Place of Work

Your manager will assign you specific working hours, often during J.P. Morgan's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

You will normally work at the Company's offices in Hyderabad, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

A4. Remuneration

Your total fixed pay will be INR 900,000.00 per annum and comprises the following components:

		Rupees p.a.
i)	Basic Salary	270,000.00
ii)	Housing Allowance	135,000.00
iii)	Special Allowance	422,600.00
iv)	Leave Travel Allowance	40,000.00
v)	Comp. contribution to Provident Fund	32,400.00
A.	Total Fixed Pay	900,000.00

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of **INR100,000.00**, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P. Morgan may satisfy all or part of this repayment obligation by withholding, to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave J.P. Morgan.

A5. Probationary Period

Your employment will be subject to a probationary period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

A6.1 Annual Leave

You are entitled to 20 working days of annual leave with full pay in every calendar year in accordance with the Company's Human Resources Policies and applicable law. If you work part-time hours, your annual leave entitlement will be pro-rated to reflect your part-time hours worked.

A6.2 Other Leave

You can find further details of other leave entitlements in paragraph 5 of Appendix B.

A7. Benefits

You are eligible to join the Company's benefits programs as amended from time to time. Further details will be provided to you separately.

A8. Retirement Scheme

You are eligible for retirement benefits, and can find details in paragraph 11 of Appendix B.

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 15 days' written notice or payment of wages in lieu of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

As outlined in the Company's Code of Conduct, we expect all employees to hold themselves to the highest standards of ethical conduct. In order to avoid conflicts of interest or the appearance of conflicts of interest, in the event that during your participation in J.P. Morgan's Analyst/Associate program you accept an offer of employment from another employer (regardless of the nature of its business or whether it is a client or competitor of J.P. Morgan), you must notify your manager no later than 3 business days of your acceptance of the offer.

Signature: Suraj Bodapati Date: 09-MAY-2019

B1. Employment

B1.1 Your employment is subject to:

- a) your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;
- b) the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and
- c) your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:
 - i) you are not in breach of any prior employment contract;
 - ii) you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and
 - iii) you are not subject to any other employment or any contractual post-employment restraints
 - iv) you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

B1.2 Whilst you and/or the Company may have agreed a tentative date of commencement of employment with the Company, you will not, unless the Company decides otherwise, be able to commence employment with the Company without our receipt of completed and satisfactory results from our pre-employment screening process.

B1.3 You may be required to provide services for other members of the Group throughout your employment. When providing these services, you may from time to time be required to travel and work in different locations within and outside your hiring location.

B1.4 Your employment shall continue until your retirement age of 60 or until terminated in accordance with paragraph 4 in Appendix B.

B2. Remuneration

B2.1 We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

B2.2 You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

B3. Incentive Compensation

- B3.1 In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with the terms of its performance based incentive compensation plan in place and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of cash, restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock") and/or stock options or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future performance, individual achievement, business unit and Group corporate results. The Award will be planned and communicated in United States dollars or in your local currency in accordance with the published Incentive Plan then in effect and applicable to your role and business area within the Company.
- B3.2 Awards are subject to applicable taxes, the [JPMorgan Chase Bonus Recoupment Policy](#) and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.
- B3.3 Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.
- B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

- B4.1 Your employment may be terminated as follows:
- a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.
 - b) By the Company at any time without notice or compensation if you:
 - i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
 - ii) seriously breach the Code of Conduct and any other Company policies;
 - iii) disobey the Company's lawful and reasonable instructions/requirements;
 - iv) habitually neglect your duties; or
 - v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.
- B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:
- (a) suspend you from the performance of any duties or assign you alternative duties;

- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix;
or
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
- c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

B5.1 Annual Leave

- a) Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time. You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time. The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.
- b) After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.

- c) You must comply with the Company's 'consecutive days leave' policies.
- d) For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

B5.2 Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

B5.3 Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the Company's policies and Group code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

B7. Return of Company Property

You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

B8. Post Employment Restrictions

- B8.1 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

- B8.2 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.
- B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.
- B8.4 In this paragraph B8:
- a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
 - b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
 - c) "Restricted Client" means any person:
 - i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
 - ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;
 - iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
 - d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.
- B8.5 You acknowledge and agree:
- a) that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
 - b) that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
 - c) that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether

pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.

- d) that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- e) that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- f) that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- g) that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- h) that you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- i) in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:

- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
- (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.

B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.

B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

B10.1 The total of your official working hours (excluding one hour lunch daily) is 40 hours per week. Your local business management will schedule your work hours, which depend on the needs of the business and may be outside of these core hours.

B11. Retirement Benefits

B11.1 Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and the Company's Human Resources policies that are in force and amended from time to time.

B12. Miscellaneous

B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.

B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.

B12.4 The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of the Group's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the Group).

B13. Contract Execution

B13.1 You acknowledge and agree that:

- (a) This letter may be delivered in a digital or physical format. Subject to any applicable law, where the letter is provided in a digital format, you acknowledge and agree that it is being executed electronically and that it is enforceable.
- (b) You have read and understood the terms of this letter and have been provided with an opportunity to review and discuss the terms of it with advisors, if you so desire.
- (c) Should any further assurances be required or sought by the Company, you shall in good faith perform such further actions (including executing a physical copy of this letter)

B14. Governing Law and Jurisdiction

This letter and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of India. You and the Company submit to the non-exclusive jurisdiction of the Andhra Pradesh courts in relation to any dispute arising in connection with your employment and this letter.

Signature: Suraj Bodapati

Date: 09-MAY-2019

APPENDIX C - SYSTEMS MONITORING ACTIVITIES AND CROSS-BORDER TRANSFERS, PERSONAL ACCOUNT DEALING POLICY, AND CODE OF CONDUCT

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your In Scope Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed In Scope Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and

privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

Seasonal Worker model for individuals joining in formal seasonal/Short term programs:

JPMorgan Chase requires that seasonal workers refrain from trading in In Scope Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my In Scope Accounts
2. I understand that the Firm has the right to request account information for any of my In Scope Accounts
If there is an extenuating circumstance that would compel me to place a trade in my In Scope Accounts, I will
3. obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade.

*The term In Scope Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing In Scope Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by [clicking here](#) or via the internet at <https://www.jpmorganchase.com> > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;

- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers; and
- It is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: Suraj Bodapati Date: 09-MAY-2019

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073
Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

HRD/3B/19-20/13137934 May 07, 2019

Mr **Varun Rishikanth Rangannagari**

Candidate ID: 13137934 H.No.
8-8-1-136/1, Road No.17, Green
Park Colony, Karmanghat,
Hyderabad - 500079 India

Ph: (91) 8143199835

Dear Varun,

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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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/3B/19-20/13137934 May 07, 2019

Mr Varun Rishikanth Rangannagari

Candidate ID: 13137934

H.No. 8-8-1-136/1, Road No.17,
Green Park Colony,
Karmanghat, Hyderabad -
500079 India

Ph: (91) 8143199835

Dear Varun,

Congratulations! We are delighted to make you an offer as **Systems Engineer - Specialist** 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 **May 27, 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 six 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 - III.

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Page 1 of 7

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15**

working days of leave annually, during probation. On confirmation, 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 financial 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 – Specialist** 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 Fixed Gross Salary will be **INR 41,668 per month**. The break-up of your salary has been provided in the Compensation Details sheet at Annexure – I.

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 **19-20** 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

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Page 2 of 7

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.

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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 – Specialist** 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 - II).

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

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ANNEXURE –I

COMPENSATION DETAILS (All figures in INR. per month) NAME **Mr. Varun Rishikanth Rangannagari** ROLE **Systems Engineer**
ROLE DESIGNATION **Systems Engineer - Specialist**

1. MONTHLY COMPONENTS BASIC SALARY 20,840

BASKET OF ALLOWANCES 13,157

BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) 3,960

MONTHLY GROSS SALARY **37,957**

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) 208

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary 2,501

GRATUITY - 4.81% of Basic Salary * 1,002

FIXED GROSS SALARY (1+2+3) 41,668

TOTAL GROSS SALARY 41,668

OTHER BENEFITS

Scheme Eligible Amount in INR. Interest Monthly Instalments

Margin Money (To be borne by the employee)

SOFT LOAN

Fifty Thousand (With Security) Twenty-five Thousand

@ 7% 24 Nil (Without Security)

SALARY LOAN One Month's Gross Salary 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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ANNEXURE II

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 purpose 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 : Mr. Varun Rishikanth Rangannagari

Acknowledged by Infosys Limited:

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Dear Hanumareddygaru Vivek Kumar Reddy,

ORACLE

Oracle India Pvt. Ltd
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
E-01/02, First Floor,
Salcon Rasvilas Plot no. D-1,
District centre, Saket,
New Delhi - 110 017
Phone: 91-11-46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

June 07, 2019

Vineeth Reddy Vuyyuru

Dear Vineeth Reddy,

We are pleased to offer you employment in the position of **Software Developer** with **Oracle India Private Limited, IDC ("Oracle")**. Your base of operation is **Bangalore, India**. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of **INR 9,00,000.00** payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a.
A. Basic salary	3,76,518.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Gross Pay AGP (A+B)	8,36,707.00
D. Company's contribution to PF	45,182.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+D+E)	9,00,000.00

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 184417.34** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget.

Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement

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2018-19 passed out
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Dear Hanumareddygari Vivek Kumar Reddy,

Congratulations!!!

Reference to our series of discussions, **DBS Asia Hub 2**, is pleased to extend you an offer as **Technical Associate** based out of Hyderabad.

Please find the “**Proposed Terms**” for your reference. Kindly note the terms are confidential and **subject to internal approval**.

Note – This offer terms is only a draft offer and formal offer will be released once we receive your acceptance and post pre-employment screening checks.

In addition to the offered CTC, below are few additional benefits provided:

- *Variable Bonus – More information on bonus-payout is specified in your formal offer copy*
- *Travel – Company will be providing the transport facility (Point pick – Point drop)*
- *Medical Insurance – Company will provide the medical insurance for Self + Spouse + kids and for additional coverage of Parents, premium need to be borne by the associate*
- *Adtl. 25K will be paid to you as wellness + health benefits (these needs to be claimed via iflex program) – More information will be available during your induction*
- *Life Coverage and Accidental coverage – Applicable as per your grade & Policy*
- *Retiral benefit such as Gratuity – Applicable as per your grade & Policy*

The above benefits are applicable as on today and this may vary based on the organizational changes during your on-boarding date

Please feel free to contact me in case of any queries/clarifications.

Regards

Pavani Reddy

Talent Acquisition Group, **DBS Asia Hub 2 Pvt Ltd.**

15th Floor, Building 2.1, Waverock Towers,
Gachibowli, Hyderabad

T +91 4067522239 | pavanireddys@dbs.com

DBS. Living, Breathing Asia



04-Dec-2018

Dear Yatish Chandra Bondala,

B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485439

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://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: Yatish Chandra Bondala	Designation: Programmer Analyst Trainee
-------------------------------------	--

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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.

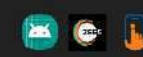
**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

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



Fwd: Date of Joining Intimation



cognizantHR@cognizant.com
chkiran219@outlook.com

30/06/2019



Dear Kiran Kumar Chirra ,

Candidate ID: [12485512](#)

Welcome to Cognizant, the fastest growing global top-tier consulting, IT services and BPO company!

We are delighted that you have accepted our offer of employment and we look forward to welcoming you onboard. Please [Click here](#) to accept your Date of joining (DOJ).

Reporting Time : 9:00 AM

Joining Venue : Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APHB Colony, Lords Conference Hall, 8th Floor,Phase-3(Block-1),DLF Building, Opp to Old CMC Office, Gachibowli,Hyderabad.[500032](#)

Date Of Joining : 12 Jul [2019](#)

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to [login to One Cognizant](#) & ensure that you complete online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process

Password: Password that was created by you after registration

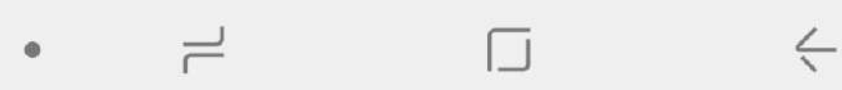
Please use the authentication key ([8108EAB27C51A40E](#)) to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

Reply



Date: 15 November 2018

Mr. Venkatadasu K,
4-33, Dagadapally,
Ammayapally,

Mahabubnagar - 509104

Dear Venkatadasu K,

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 **S0 (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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Ref No. 216546

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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **2 of 10**

Ref No. 216546

(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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **3 of 10**

Ref No. 216546

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, deputed 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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **4 of 10**

Ref No. 216546

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, malafide 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 **6 June 1997** 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.

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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **5 of 10**

Ref No. 216546

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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **6 of 10**

Ref No. 216546

- (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: venkat3990@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.

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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **7 of 10**

Ref No. 216546

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. 216546

Annexure – I

Compensation Structure

Name: Venkatadasu K 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
 Mediciam : Covered under ESIC or Mediciam 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.



TELANGANA STATE COUNCIL OF HIGHER EDUCATION
TS PGEC \ TS PGECET - 2019 Admissions

Date:23-08-2019 08:28:27

Provisional Allotment Order (First Phase)

Allotment No:	: 13478	Category	: SC
H.T.No	: 9102072980	Rank/Score:	: 1406
Name	: KONDAGORLA APARANJANI	Gender	: F
Father's Name	: KONDAGORLA BALACHANDRAIAH	Region	: OU
Parental Income	: Lower	Special Category	: ,,,

Allotment Order

This is to inform that from the options exercised by you and based on your Merit, Rank, Local area, Gender, Category, Special Reservation Category (CAP/PH/NCC/Sports) etc., you have been (re) allotted a seat in

College	: J.B.INSTITUTE OF ENGINEERING & TECHNOLOGY
Course	: COMPUTER SCIENCE AND ENGINEERING - [REG]
Under allotted category	: REG_SC_OU_GEN
Tuition Fee fixed for the College is Rs.	: 28500
Fee Payable is Rs.	: 0

Note: The tuition fee mentioned against the college is likely to be revised and would be the final fee fixed by Telangana Admissions Fee Regulatory Committee (TAFRC) and Government of Telangana.

Instructions to Candidates:

1. Download Allotment order in duplicate along with the challan form (if applicable) and pay the fee at any branch of Andhra Bank.
2. **Candidates are required to report to the allotted college from 19th August to 23rd August 2019 along with allotment order in duplicate and a original feepaid challan (if any) and signed copy of joining report. Otherwise allotment stands cancelled.**
3. Candidates are required to submit the Original Certificates and Fee Paid Challan at the Allotted College.
4. Class work commences from 26th August 2019
5. Students who have secured seat under **GATE/GPAT are not eligible for fee reimbursement.**
6. The students claim form Reimbursement of Tuition Fee(RTF) will be considered subject to verification and eligibility criteria prescribed by Government of Telangana from time to time. In the event of the candidte found not eligible for fee reimbursement the candidate shall have to pay the total fee.
7. Tuition fee fixed is Semester fee for M.Tech. M.Pharm. and Annual fee for Pharm-D

Sd/-
Convener
TS PGEC / TSPGECET-2019

Date: 14 November 2018

Ms. Nitya I,
4-3-59, 2nd Floor, Sultan Bazar, Koti

Hyderabad - 500095

Dear Nitya I,

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 **S0 (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.

Karvy Computershare Private Limited

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Ref No. 216503

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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **2 of 10**

Ref No. 216503

(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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **3 of 10**

Ref No. 216503

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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **4 of 10**

Ref No. 216503

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, malafide 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 **20 March 1997** 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.

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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **5 of 10**

Ref No. 216503

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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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **6 of 10**

Ref No. 216503

- (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: nitya143ingale@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.

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Australia | Bahrain | Canada | Channel Islands | Germany | Hong Kong | Ireland | New Zealand | Philippines | South Africa | United Kingdom | USA **7 of 10**

Ref No. 216503

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

21-Aug-2019

Dear Rushikesh Kumar Kamarthi,
B.Tech/B.E., Information Technology
Chaitanya Bharathi Institute of Tech



Candidate ID – 13507948

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://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: Rushikesh Kumar Kamarthi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

10-Jun-2019

Sandeep Gurram

H.NO 3-80/1,REPAKA,REGONDA,WARANGAL,TELANGANA
9182741393

Dear Sandeep,

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.

14

Selected Candidates

1 message

Lakshmi Muktheswari <lakshmi.muktheswari@phtech.in>
To: NIn Reddy <nInreddypo@gmail.com>

Tue, Sep 25, 2018 at 11:37

Cc: haranadh gavara <haranadh@phtech.in>, Revanth Duggana <revanth.duggana@phtech.in>

Dear Sir,

Greetings from "PH Technologies Pvt. Ltd."

Please accept my sincere thanks for the opportunity provided to us to conduct a campus interview on dated 24-Sept-2018 at your premises.

I am glad to inform you that following candidates have been shortlisted by our organisation. The list goes here

- 1. Koushik Gadpale - Data Scientist - IT
- 2. Anusha Gajja - Software Developer - IT
- 3. Ajay Mothe - Software Developer - IT

Note : The shortlisted candidates has to undergo internship, thereafter on sucessfull completion, they will be employ as a full time employee.

During internship the candidate would be paid Rs.8000/- (Rupees Eight Thousand only) as stipend and as a full time employee his/her total cost to company would be Rs. 4,00,000/-(Rupees Four lakhs only) in addition to that based upon performance will be given a bonus of max 20

For any kind of queries/clarifications or assistance please do not hesitate to call.

forward to

Principal

HOD's - CSE, I

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Pl's Sentra



Offer: Computer Consultancy
Ref: TCSL/CT20182544628/Hyderabad
Date: 25/09/2018

Ms. Soni Malkapuram

1-26/4Tara Nagar,
Opposite To Varun Motors,
Hyderabad-500019,
Telangana.
Tel# -

Dear Soni Malkapuram,

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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TCSL/CT20182544628

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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 based on 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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TCSL/CT20182544628

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



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.



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



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	Soni Malkapuram
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, CTS 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>



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.



Offer Mail.eml



EML message viewer

eOffer - Wipro (Powered by Synergy)

Dear Mandha ,

With reference to your application and subsequent evaluation, we are pleased to confirm our intent to offer you a position on the following terms at Wipro Limited :

Your Yearly gross salary shall be 150000 INR per year
Your Location of Joining would be Hyderabad.

Kindly note the following for future reference
Your Resume Number is 2236746. You can generate a password upon logging in.
Your Job Code is 45589
Your Recruiter Contact is Perumalla Abhinav

Your Date of Offer is 26-07-2019 and your tentative Date of Joining is 29-07-2019

To make your Onboarding experience efficient and smooth, kindly provide us with necessary information about you, as per the link forwarded here.

Log on to
(<https://synergy.wipro.com/synergy/CandidateWSMLogin.jsp>)
using your Resume Number. Once you have updated the desired information and uploaded the desired documents pertaining to your education & work experience, it will allow our Onboarding team to complete the processing at their end.

This letter of intent is only provisional. Upon joining, you will be provided with an appointment letter. Your appointment will be confirmed once we receive a signed acceptance of the formal letter of appointment. Your confirmation to the contents of this communication is a pre-requisite for the creation of formal letter of appointment.

Warm Regards
Hiring Team,Business Process Services

Fwd: Congratulations - Amazon - Offer break-up

1 message

pawan misra <misra.pawan888@gmail.com>
To: hod_sms@cbit.ac.in

Tue, Jun 18, 2019 at 11:10 AM

Hello All,
greetings of the day!!!

FYI..

Regards,
Pawan misra, Associate Data management
Employee services
Amazon.com
9700481707

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

From: **D'silva, Emma** <emmed@amazon.com>
Date: Thu, 30 Aug, 2018, 2:40 PM
Subject: Congratulations - Amazon - Offer break-up
To: D'silva, Emma <emmed@amazon.com>

Hi There,

Congratulations!

Thank you for your time over the last few days for discussions with us. Further to your interviews, we are excited to extend an offer to you for the **L2 HRS SD Associate - Timekeeping** position at **Amazon, Hyderabad**.

Details of the offer break-up is mentioned in the attachment. Please note, you will receive multiple calls and email communications from the HRS team to complete your Background Verification (keep documents handy to upload the same) and e-Offer letter. Please continue to check your mail box/spams and all possible threads on your register email ID with us.

Please note: All offers/BGC verification documents on the tool should be completed on or before 2 PM on 2nd Sept, 2018.

Please reach out to me, Emma at this email ID (emmed@) or @9985600010 (if urgent) should you require any clarifications.

Thanks!

EMMA D'SILVA

Recruiter | HR Services | India

EMMED@AMAZON.COM

 cid:image001.png@01D2CA5A.B0A47140

 Volumes/dept/2016/Brand/EBDesign_2016_Brand_Rec  Volumes/dept/2016/Brand/EBDesign_2016_Brand_Rec
 cid:image004.jpg@01D2CA5A.B0A47140

Have feedback on our recruiting process? Write to recruiting-feedback@amazon.com

*Amazon is an equal opportunity employer. Amazon or its Recruitment Partners do not charge any fee or security deposit from the candidate for offering employment.

2 attachments

 Inside Amazon India **image004.jpg**
2K

 **L2 Offer.xlsx**
64K

Fwd: Selected students at CBIT

1 message

Nln Reddy <nlnreddypo@gmail.com>

Thu, Oct 11, 2018 at 11:00 AM

To: principal <principal@cbit.ac.in>, hod_sms@cbit.ac.in

Cc: Humera Hina Khan <khan96humera@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>, Munna Shaik <munna.aero@gmail.com>, Sharon Esther <sharonesther46@gmail.com>

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

From: <seal@karvy.com>

Date: Tue, Oct 9, 2018 at 9:52 AM

Subject: Selected students at CBIT

To: <nlnreddypo@gmail.com>

Dear Sir,

Find below the list of students who got selected at your college for the EA profile. We will initiate their process of releasing offer-letter soon.

We request you to confirm on their joining date and final semester exam dates.

Sl. No.	SEAL ID	Role	Gender	Candidate Name	College	Mobile No.	Tentative Joining Date	Final Semester Exams
1	13846	Equity Advisor	Female	Sameena Siraj	Chaitanya Bharathi Institute of Technolgy	7893854311		
2	31114	Equity Advisor	Male	K Raghu Sagar	Chaitanya Bharathi Institute of Technolgy	8142806295		
3	30796	Equity Advisor	Male	K Sai Swarup	Chaitanya Bharathi Institute of Technolgy	9640100266		
4	31137	Equity Advisor	Male	M Vineel Kumar	Chaitanya Bharathi Institute of Technolgy	8121713158		

Thanks & Regards,

Praveen Medala

KARVY STOCK BROKING LTD | Karvy Millennium | Plot No: 31 | Financial District | Gachibowli | Hyderabad, TS - 500 032

Tel No. : 91-40-3321 9000 Extn-6133 | Mob : +91 9848950006

From: SEAL

Sent: Tuesday, September 18, 2018 4:06 PM

To: 'Nln Reddy'

Subject: RE: Workshop Schedule- 7 & 8 Sep 2018

Dear Sir,

Thank you for inviting us for placement this year. We are ok with the below mentioned dates.

Kindly share my contact with the student spoc. I will explain him the required arrangement and placement process.

Regards,

Praveen M

9848950006

From: Nln Reddy [mailto:nlnreddypo@gmail.com]
Sent: Monday, September 17, 2018 10:08 AM
To: SEAL
Subject: Re: Workshop Schedule- 7 & 8 Sep 2018

Dear Sir

Cordial Greetings!!!

As discussed we are finalizing the date 29th September 2018 for placement drive in CBIT. Kindly let us know the process of interview to make necessary arrangements.

On Wed, Sep 5, 2018 at 9:23 AM, <seal@karvy.com> wrote:

Dear Sir,

Good morning!

As discussed we will be visiting your college on 7th & 8th Sep 2018 for the financial workshop .

Am glad to inform you that the below trainers will be visiting your campus for the session for workshop.

Name	Contact Number
Mr. Ankit Soni	9032814655
Mr. Thomas Abraham	4066072519

Following are the requirements of workshop,

- Projector
- Microphones
- Desktop/Laptop
- Internet

Schedule of workshop, Please inform the students accordingly.

Day	Start Time	Break	End Time
7-Sep-18	10: 00 AM	1 PM - 2 PM	4:00 PM
8-Sep-18	10: 00 AM	1 PM - 2 PM	4:00 PM

Thanks & Regards,

Praveen Medala

KARVY STOCK BROKING LTD | Karvy Millennium | Plot No: 31 | Financial District | Gachibowli | Hyderabad, TS - 500 032

Tel No. : 91-40-3321 9000 Extn-6133 | Mob : +91 9848950006

From: SEAL
Sent: Monday, September 3, 2018 2:35 PM
To: 'Nln Reddy'
Subject: Stduents Online Registration

Dear Sir,

As discussed, please find attached the registration link process. All the students attending the workshop mandatorily should register through given link. With their respective College Name, City, State only. Please forward the same to all the students.

1. The Student should register using the link: <http://seal.karvyonline.com/>

Please ask students to select the below options and register.

Thanks & Regards,

Praveen Medala

KARVY STOCK BROKING LTD | Karvy Millennium | Plot No: 31 | Financial District | Gachibowli | Hyderabad, TS - 500 032

Tel No. : 91-40-3321 9000 Extn-6133 | Mob : +91 9848950006

From: SEAL
Sent: Tuesday, August 14, 2018 8:59 AM
To: 'Nln Reddy'
Subject: RE: Invitation for Placement Drive

Dear Sir,

Good morning.

Thank you for providing us the dates for conducting workshop. We are ok with the below given dates. We will share you the program schedule and trainer details soon.

Regards,

Praveen M

9848950006

From: Nln Reddy [mailto:nlnreddypo@gmail.com]
Sent: Monday, August 13, 2018 4:09 PM
To: SEAL
Subject: Re: Invitation for Placement Drive

Dear Sir / Madam,

Cordial Greetings!!!

We request your kind self to confirm the dates 7.09.2018 - 08.09.2018 for the two day workshop. Please acknowledge us. Looking forward towards your visit.

On Mon, Aug 13, 2018 at 2:32 PM, <seal@karvy.com> wrote:

Dear Sir,

Greetings!

Thank you for inviting us for the campus placements this year. As disused, we would like to do 2 day financial workshop followed by placements.

Kindly let us the feasible dates, accordingly we will plan.

Regards,

Praveen M

From: Nln Reddy [mailto:nlnreddypo@gmail.com]
Sent: Thursday, August 9, 2018 10:44 AM

To: Internship
Subject: Invitation for Placement Drive

To
Karunakar Kadali

Cordial Greetings!!!

At the outset I take this great opportunity on behalf of CBIT to extend a warm invitation to your esteemed organization for participating in Campus Placements at CBIT for 2018-19 graduating **MBA** batch. I also wish to share the (1).Facets of CBIT, (2). Outlook Magazine CBIT Ranking, (3). The Week Magazine CBIT Ranking, (4) NIRF Ranking of CBIT & (5) Almanac of CBIT 2018-19, for your kind information

On behalf of CBIT I extend my sincere & profound gratitude to **Karvy Stock Broking** for the patronage & support for rolling out various Campus initiatives for the benefit of students & faculty of CBIT. I wish the mutual relationship between **Karvy Stock Broking** & CBIT will be more cherishing in near future for the success and prosperity of both the organizations.

It's my endeavor to know the Campus Placements schedule for 2018-19 graduating batch. We wish to hear your valuable response on this front.

We look forward towards long and fruitful association to reap mutual benefits and wish an early and positive response.

--

With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587

This message (including any attachments) is intended only for the use of the individual or entity to which it is addressed and may contain information that is non-public, proprietary, privileged, confidential, and exempt from disclosure under applicable law or may constitute as attorney work product. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, notify us immediately by telephone and (i) destroy this message if a facsimile or (ii) delete this message immediately if this is an electronic communication.

--

With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587

This message (including any attachments) is intended only for the use of the individual or entity to which it is addressed and may contain information that is non-public, proprietary, privileged, confidential, and exempt from disclosure under applicable law or may constitute as attorney work product. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, notify us immediately by telephone and (i) destroy this message if a facsimile or (ii) delete this message immediately if this is an electronic communication.

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With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587

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--

With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587



RATNADEEP

SINCE - 1987

• ONE PLACE • YOUR PLACE •

15/11/2018

Mr. GANGAPURAM UDAYA BHANU,
Hyderabad.

Dear Mr. GANGAPURAM UDAYA BHANU,

In continuation of our letter of offer, we are pleased to appoint you as "Executive - Buying & Merchandising" in "E2" Grade with effect from 15/11/2018, on the following terms and Conditions.

1. Place & Transfer:

Your initial posting will be at "Head Office". 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.

2. Compensation:

In the capacity as "Executive - Buying & Merchandising", you will be paid a salary of Rs. 2,74,481/- (Rupees Two Lakh Seventy Four Thousand Four Hundred and Eighty One Only) CTC per annum. It is expected that individual compensation package would not be shared with other employees.

3. Probation:

You shall be on probation for a period of **Six Months** with effect from your date of joining. 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.

During the Probation period or on completion of Probation, your services can be discontinued by giving one month notice or one month salary on either side.

4. Full time employment

Your position is a whole-time employment with the Company and you shall not engage yourself in any work or business or profession either honorary or otherwise, without written permission from the management.

5. Work Timings

You will be governed by the working hours prevailing in the establishment in which you work, and you will be notified your actual duty timings from time to time. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered based on requirement.

6. Leave

You shall be entitled to leave as per the prevailing rules and regulations of the Company. You will be entitled to a weekly off as may be notified from time to time.

If you are absent from work consecutively for 5 days without any written communication, then it will be construed that you are no longer interested in continuing your employment with the Company and you have left employment on your own accord without giving the required notice and there after you have no lien on employment and the disciplinary action will be initiated.

Scanned

RATNADEEP SUPER MARKET (P) LTD.

H.O. : D-18, VIKRAMPURI, NEAR SECUNDERABAD CLUB, SECUNDERABAD - 500 009, PHONE : 040 - 66334467 / 69

AN ISO : 9001 - 22000 CERTIFIED COMPANY



RATNADEEP

SINCE - 1987

• ONE PLACE • YOUR PLACE •

7. Confidentiality

In your official capacity, you may come across confidential information relating to business, property, etc. You are refrained from parting with such information.

8. Resignation & Termination of employment

Your services are liable to be terminated if you are found to be proved for the misconduct including moral turpitude if any. Also, your services are liable to be terminated at any time without assigning any reason with one month notice or on payment of one month salary in lieu of notice. You shall in the event of your resignation give us one month's notice or one month salary in lieu thereof, as may be determined by us. Upon the termination of your employment, you will return to the Company all the papers, documents or other property.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice. Your appointment is subject to satisfactory replies being received from the references/previous employers mentioned in your employment application form.

10. Retirement :

You shall be retired from the services on attaining the age of 58 Years.

11. General :

i. Your appointment and your continuance of employment with the Company will always be subject to your being medically fit and the management will have the right to get you examined/re-examined from a Registered Medical practitioner, Physician or Surgeon etc.

ii. In case of any change in address during the course of employment with the Company, it shall be your duty to intimate the same in writing with in 3 days from such change. All Communication if any sent to you by the management at your last given address shall be deemed to have been delivered to you at the correct address.

iii. In all matters not covered above, the applicable statutory regulations/provisions or the policies of the Company applicable to your position, which may be framed from time to time, will govern you.

Please confirm your acceptance of the appointment on the above terms and conditions by signing on the duplicate copy and returning this letter in acknowledgement of your acceptance of the above terms and conditions.

We extend you a warm welcome to "Ratnadeep Supermarkets Pvt Limited" and look forward to having a long and rewarding career.

For Ratnadeep Super Market P Ltd

Sasi Kamal

Head - Human Resources

Signature of the Employee

RATNADEEP SUPER MARKET (P) LTD.

H.O. : D-18, VIKRAMPURI, NEAR SECUNDERABAD CLUB, SECUNDERABAD - 500 009, PHONE : 040 - 66334467 / 69

AN ISO : 9001 - 22000 CERTIFIED COMPANY

Contact

www.linkedin.com/in/umesh-chandra-rangu (LinkedIn)

Top Skills

US Payroll
US Taxation
US PAYROLL

Umesh Chandra Rangu

Analyst

Hyderabad, Telangana, India

Summary

Highly communicative Specialist promoting more than 3.5 years of expertise in Employment Taxes, payroll data and processing using SAP. Offering talents in cultivating lasting relationships, resolving issues quickly and identifying mistakes. A hardworking person focused on maintaining company policies and procedures while promoting a vast knowledge of tax and regulations.

Experience

ADP

Analyst

October 2021 - Present (1 year 3 months)

Ryan

2 years 8 months

Senior Tax Associate

October 2020 - October 2021 (1 year 1 month)

Tax Associate

March 2019 - September 2020 (1 year 7 months)

India

Education

Chaitanya Bharathi Institute of Technology

MBA - Master of Business Administration, Finance · (2017 - 2019)

Institute of Cost and Work Accountants of India

CMA Finalist, Accounting and Finance · (2015 - 2017)

Contact

www.linkedin.com/in/sandeep-rajure-40803713b (LinkedIn)

Top Skills

Team Management

Leadership

Business Development

Certifications

Digital banking

Sandeep Rajure

MBA - Master of Business Administration at Chaitanya Bharathi Institute Of Technology
Hyderabad, Telangana, India

Summary

Marketing and Finance

Education

Chaitanya Bharathi Institute Of Technology
MBA - Master of Business Administration, Finance and Marketing · (2017 - 2019)

Nizam College, Basheerbagh
Computer, B.Sc · (2013 - 2016)

Contact

www.linkedin.com/in/sandeep-anumalla-912939153 (LinkedIn)

Sandeep Anumalla

Student at Chaitanya Bharathi Institute of Technology, Proddutur
West Delhi, Delhi, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration, Accounting and Finance · (2017 - 2019)

Contact

www.linkedin.com/in/vinjamuri-sairam-335825152 (LinkedIn)

Vinjamuri Sairam

Student at Chaitanya Bharathi Institute Of Technology
Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology
· (2017 - 2018)

Contact

www.linkedin.com/in/rajesh-kumargerla-03b55a78 (LinkedIn)

Rajesh kumargerla

Management student

Mumbai, Maharashtra, India

Education

Chaitanya Bharathi Institute Of Technology

MBA - Master of Business Administration · (2017 - 2019)

imcost

· (2013 - 2016)

Contact

www.linkedin.com/in/rajesh-kumar-kombathula-94268b95 (LinkedIn)

Top Skills

ccna

Robotic Process Automation (RPA)

Facebook Ads

Certifications

VSE Veritas Access 7.4

SysTrack Certified Technician - 9.0

SysTrack Certified Engineer - 9.0

VTF - Beginner Internship

VTF - Penetration Testing Internship
- October to December 2021

Rajesh Kumar Kombathula

Area Sales Manager at Redington Pvt. Ltd
Hyderabad, Telangana, India

Summary

A smart, committed, persuasive and self-motivated individual with an outgoing personality and the ability to develop relationships with key business clients and colleagues. Possessing a track record of building long-term relationships with clients and ensuring that value is provided to their businesses. Able to deliver results under pressure by bringing fresh thinking to a project and by fostering long term profitable relationships with key accounts.

I firmly believe that change and learning are the constants of life - this helps me stay curious and keep my job interesting. On a different dimension, I like traveling a lot and stay around with fun lovers.

Please feel free to connect for networking, discussing ideas or exchanging knowledge.

Experience

Redington India Ltd

Area Sales Manager

November 2021 - Present (1 year 2 months)

Hyderabad, Telangana, India

Working as a Area Sales Manager, will be responsible for developing and expanding the company's footprint, and meeting revenue targets, for the assigned territory.

Virtually Testing Foundation

Penetration Testing Intern

October 2021 - December 2021 (3 months)

>OWASP Top 10 and its fundamentals.

>Web application penetration testing-Labs.

>Professional use of pentest tools (Burp Suite).

>Vulnerability exploitations.

- >Final CTF with a vulnerable environment.
- >Professional pentest report writing.
- >Networked with the community through social media.

Frontier Business systems Pvt. Ltd.

Key Account Executive

November 2019 - November 2021 (2 years 1 month)

Hyderabad, Telangana

Worked as Key Account's Executive for Frontier Business Systems Pvt. Ltd for Telangana state handling the responsibility of sales and marketing operations in Hyderabad.

ClassKlap

Business Development Trainee

June 2019 - November 2019 (6 months)

Kurnool, Andhra Pradesh, India

Worked as Business development trainee for Classklap Pvt.Ltd for Andhra Pradesh state handling the responsibility of sales and marketing, operations of IMAX program for Kurnool, Anthapur, Kadapa districts.

Cognizant

Senior Process Executive

May 2017 - May 2019 (2 years 1 month)

Hyderabad Area, India

Worked as Senior process executive for 24 months.

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Marketing and HR · (2017 - 2019)

Malla Reddy Institute of Technology & Sciences

B.Tech, ECE · (2012 - 2016)

Contact

www.linkedin.com/in/prashanth-turpati-563831152 (LinkedIn)

Top Skills

New Business Development
Business Development
Sales

Prashanth Turpati

Business Development Manager at Redcliffe Genetics
Nizamabad, Telangana, India

Summary

I have 3 years of experience pathcare diagnostics pvt.ltd as a Territory manager

Now performing my Duties as Business Development manager at Redcliffe Genetics

I am a good listener of things and a good communicator.

I can accomplish all individual tasks good and perform very well while in a team.

Experience

Redcliffe Genetics
Business Development Manager
April 2022 - Present (9 months)
Hyderabad, Telangana, India

PathCare Labs Private Limited
Territory Manager
June 2019 - April 2022 (2 years 11 months)
Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology
Master of Business Administration, Marketing · (2017 - 2019)

Care Degree College, Nizamabad (5002)
Bachelor's degree, Computer Science · (2014 - 2017)

Contact

www.linkedin.com/in/nikhil-boya-988956144 (LinkedIn)

Top Skills

Process Improvement

Business Development

Customer Success Analysis

Certifications

Inbound Marketing

Certified Talent Manager

Nikhil Boya

An experienced professional with notable experience as an Operation & Sales at Captain Fresh, India
Hyderabad, Telangana, India

Summary

An energetic and goal-oriented sales professional with 3+ years of proven experience in Business Operations, Strategic Sourcing, Procurement Operations, Category Management, Cost Reduction, and Project Expansion. I have experience in several retail industries, such as consumer durables and FMCG. I have proven experience managing LFS operations to enhance market penetration, provide exceptional customer service, and generate a higher return on investment.

An excellent selection of items/facilities and a large choice of products at a reasonable price delivered on time. I have an extensive understanding of profit and loss statements, as well as the storage of Key Performance Indicators, to make business decisions based on sound financial judgment. I am skilled at swiftly resolving client inquiries and complaints, as well as developing excellent customer service and satisfaction. I am a communicator with strong analytical, interpersonal, and presentational abilities, as well as a "CAN DO" attitude.

Experience

Captain Fresh

Strategy Business Development Manager

November 2021 - Present (1 year 2 months)

Hyderabad, Telangana, India

Ninjacart

Area Business Manager

April 2019 - November 2020 (1 year 8 months)

Hyderabad, Telangana, India

- Assist in data migration and loading activities with thousands of partner records and coordinate, strategize and plan data collection activities with clients worldwide. At the client's location, on-site activities are performed.

- Implement LDAP synchronization and deduplication with LDAP as the target system. A total of 20,000+ records were successfully deduplicated.
- Execute complex work with a team of three without a single issue. Several metric reports were developed. Offshore workers performed these tasks.
- Establishing the city operation by supporting the team.
- Assist with inventory management and end-to-end purchase planning, including GRN creation, PO closure, and vendor payment.
- Drive improvements in supply speed through improved lead times and quick turnarounds in delivery to support service objectives by working closely with suppliers.
- Expand the Micro Distribution network in Hyderabad and Andhra Pradesh through expansion projects.
- Manage the fulfillment center across Hyderabad and Andhra Pradesh and led 30 executives in ensuring dispatches.
- Controlled transit loss for satellite cities across India.
- Responsible for all system and operational activities, from launching a new city to working on fulfillment for 13 cities.
- Operated in the Hyderabad and Andhra Pradesh cities as an Area Business Manager.
- Perform several activities, such as maintaining PNL numbers for tomatoes and fruits, maintaining extensive vendor profiles, monitoring market intelligence/cycles, conducting promotional campaigns, monitoring demand for SKUs, etc.
- Communicate passion for the organization's mission, vision, and values to inspire and motivate others.

Education

Chaitanya Bharathi Institute of Technology

Post graduation, Mba · (2017 - 2019)

Vasundhara degree collage

Bachelor of Commerce, Accounts · (2014 - 2017)

Contact

gopi1996jitta@gmail.com

www.linkedin.com/in/jitta-gopinath-48038b186 (LinkedIn)

Top Skills

Microsoft Excel

Microsoft Office

Microsoft PowerPoint

Certifications

15 Secrets Successful People Know about Time Management (getAbstract Summary)

Improving Your Listening Skills

Increase Visibility to Advance Your Career

Managing Your Time

Improving Your Focus

Publications

A STUDY ON TECHNICAL ANALYSIS WITH RESPECT TO INDIAN IT SECTOR

Jitta Gopinath

Operations Accountant 2 at Wells Fargo || Ex-FactSetter
Hyderabad, Telangana, India

Summary

Currently working as Operations Accountant 2 @ Wells Fargo. Ex-FactSetter as a Research Analyst. Strong knowledge of Financial Statements Spreading of business & personal clients. Completed MBA (Finance and Operations) from Chaitanya Bharathi Institute Of Technology, Hyderabad.

Experience

Wells Fargo

Operations Accountant 2

March 2021 - Present (1 year 10 months)

Hyderabad, Telangana, India

FactSet

Research Analyst

July 2020 - March 2021 (9 months)

Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Finance and

Operations · (2017 - 2019)

G.S.R. Degree College (Affiliated to Acharya Nagarjuna University)

B.Com (Gen), Business/Commerce, General · (2013 - 2016)

Contact

www.linkedin.com/in/karthik-amancharla-5b8b581ba (LinkedIn)

Top Skills

Microsoft Excel

Microsoft Word

Microsoft PowerPoint

Certifications

EF SET English Certificate 75/100
(C2 Proficient)

Karthik Amancharla

Analyst at Deloitte USI.

Hyderabad, Telangana, India

Experience

Deloitte

Analyst

August 2022 - Present (5 months)

Hyderabad, Telangana, India

FactSet

Research Analyst

May 2021 - August 2022 (1 year 4 months)

Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Finance, General · (2017 - 2019)

Contact

www.linkedin.com/in/kartheek-ankapuri-450824152 (LinkedIn)

Top Skills

Microsoft Office

Team Management

Microsoft Excel

kartheek Ankapuri

Student at Chaitanya Bharathi Institute Of Technology
Hyderabad, Telangana, India

Experience

Hetero

Executive

April 2019 - Present (3 years 9 months)

Hyderabad Area, India

Education

Chaitanya Bharathi Institute Of Technology

osmania University, MBA · (2017 - 2019)

Contact

www.linkedin.com/in/mjay028
(LinkedIn)

JAYANTH MANEPALLY

Sr.Recruitment and Development Manager at Kotak Life
Hyderabad, Telangana, India

Experience

Kotak Life

Sr.Recruitment and Development Manager

May 2019 - Present (3 years 8 months)

Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Marketing and Human resource
management · (2017 - 2019)

JNTUH College of Engineering Sultanpur

Bachelor of Technology - BTech, Material Science and Nano Technology
· (September 2013 - May 2017)

JNTUH College of Engineering Sultanpur

Bachelor of Technology - BTech, material science and nano
technology · (2013 - 2017)

Contact

www.linkedin.com/in/swetha-atmakur-473733b8 (LinkedIn)

Top Skills

Interview & Test Audit
Attendance & leave management
Interview Coordination

Swetha Atmakur

HR Support & Auditor at Accenture
Hyderabad, Telangana, India

Summary

Actively looking for change. Immediate joiner. Looking for roles as HR Generalist / HR Operations

Experience

Accenture

HR Support & Auditor

January 2021 - Present (2 years)

Hyderabad, Telangana, India

Sourcing & screening profiles

Coordination of interviews

Offer letters

Onboarding & Induction of newly hired employees

Online interview audit & test audits

Fraud management

Document verification

Fusion Software Solutions

HR Executive

October 2019 - November 2020 (1 year 2 months)

Hyderabad

Recruitment

Onboarding

Attendance & leave management

Employee engagement

Exit formalities

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Human Resource and Operations · (2017 - 2019)

Contact

www.linkedin.com/in/jayanth-edathiparumbil-023890142
(LinkedIn)

Top Skills

Microsoft Excel
Lean Six Sigma
Yellow Belt

Certifications

Finding Your Time Management Style
Lean Six Sigma White Belt Certification
Communicating with Empathy
Lean Six Sigma White Belt Certification
Business Writing Principles

JAYANTH EDATHIPARUMBIL

Quality Associate at Amazon
Palghat, Kerala, India

Experience

Amazon
Quality Associate
July 2019 - Present (3 years 6 months)
Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology
Master of Business Administration, Finance, HR · (2017 - 2019)

St. Anthony High School
SSC

Contact

www.linkedin.com/in/tejashree-teppa-19518a158 (LinkedIn)

Top Skills

Tally ERP

Microsoft Excel

Microsoft PowerPoint

Tejashree Teppa

Student at Chaitanya Bharathi Institute Of Technology
Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology

MBA - Master of Business Administration, Finance and HR · (2017 - 2019)

Contact

www.linkedin.com/in/soumya-rachakonda-b02476155 (LinkedIn)

Top Skills

Management

Human Resources (HR)

Human Resource Development

Soumya Rachakonda

Student at Chaitanya Bharathi Institute Of Technology
Hyderabad, Telangana, India

Summary

Experienced Human Resources Executive with a demonstrated history of working in the information technology and services industry. Skilled in Microsoft Excel, Microsoft Word, Payroll, Human Resource Development, and Human Resources. Strong human resources professional with a Master of Business Administration focused in Human Resources Management/Personnel Administration, General from Chaitanya Bharathi Institute Of Technology.

Experience

Deloitte

HR Analyst

April 2022 - Present (9 months)

Hyderabad, Telangana, India

FactSet

Senior Associate, HR Shared Services

October 2019 - March 2022 (2 years 6 months)

Hyderabad Area, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration, Human Resources Management/Personnel Administration, General · (2017 - 2019)

Kakatiya University, Warangal

Bachelor of Technology - BTech, Computer Science · (2013 - 2017)

Contact

www.linkedin.com/in/richitha-paidi-46236317a (LinkedIn)

Richitha Paidi

Student at Chaitanya Bharathi Institute Of Technology
Hyderabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Human Resources Management/
Personnel Administration, General · (2017 - 2019)

Contact

www.linkedin.com/in/ravikiran-boddu-785831178 (LinkedIn)

Top Skills

Leadership

Public Speaking

Possess strong analytical

Ravikiran Boddu

Researcher

Hyderabad, Telangana, India

Summary

managment graduate from chaitanya bharathi institute of technology
(finance & marketing)

actively looking for full time opportunities

Experience

Preqin

Data Operations Associate

January 2022 - Present (1 year)

Bengaluru, Karnataka, India

GD Research Center Pvt. Ltd.

Researcher

October 2020 - January 2022 (1 year 4 months)

Hyderabad, Telangana, India

HDFC ERGO General Insurance

Assistant Agency Manager

August 2019 - August 2020 (1 year 1 month)

Nizamabad, Telangana, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Accounting and

Finance · (2017 - 2019)

Contact

www.linkedin.com/in/sriharshitha-s-7b611017b (LinkedIn)

Top Skills

Finance
Income Tax
Microsoft Excel

SRIHARSHITHA S

Chaithanya Bharathi Institute of Technology, Gandipet, Hyderabad
Hyderabad, Telangana, India

Summary

I worked as intern in Praveen Jain & Associates for 2 months as a tax consultant and finance.

Experience

FactSet
Research Analyst
February 2022 - Present (11 months)
Hyderabad, Telangana, India

praveen jain & associates
Tax Accountant
June 2019 - July 2019 (2 months)
Hyderabad, Telangana, India

Education

chaithanya bharathi institute of technology,gandipet,hyderabad
Master of Business Administration - MBA, Accounting and
Finance · (2018 - 2020)

Contact

www.linkedin.com/in/gowthamganta (LinkedIn)

Gowtham Ganta

MBA

Inkollu, Andhra Pradesh, India

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Finance and operations · (2017 - 2019)

Contact

www.linkedin.com/in/shakeli-yashashwini-36b64417a (LinkedIn)

Top Skills

Consulting

Process Improvement

Business Administration

Shakeli Yashashwini

Associate Functional Consultant at Velosio
Hyderabad, Telangana, India

Experience

Velosio

Associate Functional Consultant

June 2019 - Present (3 years 7 months)

Begumpet

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, finance and

marketing · (2017 - 2019)

Contact

www.linkedin.com/in/manohar-jada-a06072222 (LinkedIn)

Top Skills

Financial Analysis
Finance
Cash Management

Manohar Jada

Financial Analyst
Hyderabad, Telangana, India

Summary

Good Knowledge on Cash flow operations, Transactions, New Loan Funding.

Experience

SitusAMC

Senior Analyst
August 2022 - Present (5 months)
Hyderabad, Telangana, India

Approving Wires

- .Remittance wire
- . Disbursement to borrower
- . Payment to 3rd party vendors
- .ACH,internal transfers and Book transfers

Wells Fargo

Financial Analyst
May 2019 - August 2022 (3 years 4 months)
Hyderabad, Telangana, India

- Accurate processing of cash transactions like posting internal transactions, outgoing payments and incoming payments through checks and wires.
- Processing of cash transactions such as posting new loan funding, sub servicer payments, special servicer payments, check payments, vendor payments, disbursal of funds and approving funds.
- Ensure all cash related reporting's are done on time.
- Dealing a loan from it's start to end.

Education

Chaitanya Bharathi Institute Of Technology

Master of Business Administration - MBA, Accounting and Finance · (August 2017 - September 2019)

Dear Manepally,

Welcome to Kotak Life Family. I congratulate you for joining us in our exciting journey of building India's best life insurance company.

We take pride in being the **only** 100% Indian company among the top ranking Indian life insurance organizations.

At Kotak Life we lay emphasis on living a value driven winning culture. As you embark on a new journey with us, let me introduce you to PACIFIC- an acronym that defines our core values.



Professional Approach

Recognized as having the highest professional standards. Our employees and advisors will possess superior knowledge & skill, for the benefit of our customers. We will strive for best of class processes and superior quality of execution in whatever we set out to achieve.



Continuous Improvement

We consistently strive for improvement by seeking feedback and adopting best practices. Every achievement becomes a milestone for the next level of performance.



Financial Prudence

Customers depend on us to be there in the future to meet promises. We will achieve by efficient cost management, uncompromised claim payments and superior investment management.



Integrity

Our dealings are characterized by the highest levels of trust, honesty and fairness.



Innovation

We create an environment that encourages all employees to innovate, experiment and try out new things without fear of failure.



Real Value to Customers

We strive to satisfy our customers by providing quality products, services, advice sustainable value, and ensure our customers receive excellent solutions to meet their needs.



People Friendly

Employees will determine our future success. We will treat everyone with dignity. We will invest in the development of our human resources and reward superior performance.

My best wishes for scaling greater heights in your career with PACIFIC guiding you along the way!

Regards,



G Murlidhar-Managing Director

Offer-cum-Appointment Letter

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

17-May-2019

PAN Number:- FHLPM7079G

Mr. Manepally Jayanth

Qtr No-360/A BHEL Township, R.C.Puram HYDERABAD,502032

Dear Mr. Manepally Jayanth,

Your journey with Kotak Life is about to begin!

We are delighted to offer you to join the Kotak Life family as Management Trainee in the L3 grade. You are one of the few who has been chosen to build a *Career for LIFE* with Kotak Life. Your first day with us will be 27-May-2019 subject to your completing of the joining formalities as prescribed by the Company. In case you join before the above mentioned date, your appointment shall be considered from the joining date.

This letter is an agreement between you and the Company that you will uphold all that we stand for and strive towards the fulfilment of the Company's goals.

In line with our employee promise, i.e., "Careers for LIFE", we shall be willing to provide all opportunities to you to partner with us in the success and growth story of building India's Best Life Insurance Company.

Your appointment shall be subject to the Terms and Conditions enclosed with this letter as Annexure-A. The same shall form part of this letter of appointment. Your joining shall be deemed to be an acceptance of these Terms and Conditions by you.

This offer shall stand withdrawn if you do not join on or before the date specified in this letter.

Look forward to seeing you soon!



JM Prasad
Group Head – Human Resources (Insurance)

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 2 of 25

Annexure-A
Terms and Conditions of Appointment

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

1. You are offered an appointment as **Management Trainee** in the **L3** grade with effect from **27-May-2019**, subject to your joining. If you join prior to the said date, your appointment shall take effect from the date of your completing joining formalities prescribed by the Company. Your joining shall be deemed to be an acceptance of these Terms and Conditions.
2. Upon your joining, you will be initially inducted into our **Sales - Tied Agency Department**. The details of your remuneration are enumerated in Annexure B.
3. You will initially be posted at our office at **KLI - Hyderabad 2 - Sarojini Devi Rd** but you will be liable to be posted at any other office / branch / department / division of the Company, or any of the Company's parent, affiliate, subsidiary etc., within India or abroad.
4. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred / deputed / seconded / promoted in future. You shall comply with all official orders of your superiors and attend to your duties punctually at such place/places, as may be required at the relevant time..
5. You shall use your best endeavours to promote the interests of the Company and your conduct at all times shall be such as not to damage the interests of the Company. You shall not engage yourself directly or indirectly or in advisory capacity, in any trade, business, vocation or occupation..
6. In consideration of your effective services, you will be eligible for remuneration as per details provided in the 'Compensation Package Sheet' attached to this letter as Annexure B. All payments will be as per the Company's procedures / schedules in force from time to time and will be subject to deduction of appropriate taxes at source and any statutory liabilities arising on your account, such as contribution to Provident Fund. All Current and future liabilities relating to your remuneration (whether statutory or otherwise) shall be adjusted against the overall amount of "Gross Compensation". Details of the compensation package are strictly confidential between you and the Company. The details are not liable for disclosure by you to any third party, without the Company's formal prior written consent.
7. You will faithfully observe and be governed by the Company's rules and regulations on matters such as working hours, festival, public holidays, weekly offs and any other facilities, amenities, mode of recording your attendance, safety and security requirements, medical fitness, personal identification, etc. and operate with due regard to the highest professional standards / ethics in all your transactions. You may be required to work on staggered timings / shifts, the timings for which may be altered from time-to-time. The Company may refix / modify your designation, grade and distribution of your remuneration into different components as per designation / grade / compensation structures implemented by the Company from time-to-time at their sole discretion.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 3 of 25

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

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Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

8. If you absent yourself from the services of the Company without prior written permission or overstay sanctioned leave for eight consecutive days, you will be deemed to have abandoned your service voluntarily. In such a case, the Company may remove you from service without giving any prior notice.
9. You will be required to submit various documents in respect of your qualifications, work experience, etc. and to fulfil different joining formalities at the time of reporting for duty. The Company may, at its discretion, not include you into the payroll till all joining formalities have been completed. You are requested to inform the Company regarding any changes to your permanent and contact addresses (including phone numbers and such other appropriate details) and any changes to the data provided by you at the time of your selection by the Company.
10. Your acceptance and retention in the Company's rolls will be on the assumption of your medical fitness. If you are at any time prevented by accident, ill health, or any other urgent necessity from attending office or from performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. You will be required to produce appropriate records of your medical contingency and also a certificate of medical fitness before you resume work. In addition, if called upon, you shall submit yourself to a medical examination from time to time by a qualified registered medical practitioner appointed or agreed to by the Management. Absence from work or disability in performing your duties beyond the period of leave to which you are entitled under the rules shall, at the discretion of the Management, be without any compensation.
11. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Company's processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Company or its associates or clients and which are in the nature of a trade secret or secret in other respects the disclosure of which will cause harm to the Company, its associates or clients. Breach of this condition on your part shall render your services liable for immediate termination and you shall be liable for any other / additional legal action as the Company may deem fit.
12. In line with the Insider Trading Regulations made under The Securities and Exchange Board of India Act, 1992, as modified from time to time, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law; or counsel any person to deal in securities on the basis of such information.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 4 of 25

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
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Mumbai - 400 051.

Corporate Office:

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13. You are not authorized to and must not at any time:
- Trade on your own account by pledging the credit of the Company;
Even on the Company's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Company to risks, which are beyond its financial capacity to bear;
 - Enter into any commitment, dealing or obligation on behalf of the Company, except to the extent you are for the time being empowered by a resolution of the Board of Directors of the Company, or otherwise specifically authorized by a competent senior officer of the Company;
 - Accept directly or indirectly any commission, share in profit, presents, gifts or gratuities from any third party dealing with the Company in any mode or form whatsoever;
 - Represent yourself as an authorized representative of the Company, except to the extent of being specifically and formally authorized to do so;
 - Communicate with or speak / write or in any other manner interact with media (print / electronic or otherwise) or with any other external agencies on behalf of the Company, on matters concerning the Company, their associates, etc. save to the extent of performance of any of your statutory obligations for which you are specifically authorized by the Company.
14. You will not, without prior consent of the Company in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any area of activity of the Company. Company's decision regarding the consent shall be final and binding on you. You will not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Company or its affiliates. You will inform the Company without delay of any act of dishonesty, fraud or cheating or any damage to the company's property that you may come to know of whether the same is under contemplation or is taking place or has already taken place.
15. Your appointment and your continuation on the Company's rolls are in good faith and shall be based on the data, information or any other understanding provided by you during the course of your selection process, including the verbal information provided by you during the interviews / personal discussions. Any data that is not in consonance with the information provided by you shall result in immediate termination of your employment with the Company and you shall indemnify the Company in full, for any losses suffered by the Company. Company reserves the right to make suitable formal and informal checks with your educational institutions, former employers and any other third parties, as the Company may deem appropriate.
16. You authorize the Company to share information / provide a reference check covering your service with the Company to any third party / organization / agency conducting a reference check on behalf of an employer / agency. This authorization shall remain valid and be subsisting even after the cessation of your service with the Company.
17. During the tenure of this Appointment Agreement and for a period of one year subsequent to the termination of this Agreement, you shall not, without the prior written consent of the Company, directly, indirectly or through any other means or through a third party, solicit or offer employment to persons who are or have been in the previous six months, the employees of the Company.

Offer Letter of Manepally Jayanth (Ref No. 321479)
Page 5 of 25

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18. During the tenure of your service with the Company, and for a period of two years subsequent to the cessation of your service, you shall not, without the prior written consent of the Company, directly, indirectly or through any other means or through a third party, solicit business from or perform services for any direct or indirect customer of the Company or any prospective customer whom you had any contact with or exposure to any time during the tenure of your service with the Company.
19. This arrangement can be terminated by the Company, without any notice or payment of any kind in lieu of notice, in the following cases:
 - a. Any incorrect information furnished by you or on suppression of any material information;
 - b. Non-adherence or breach of Code of Conduct prescribed by the Company from time-to-time for its employees.
 - c. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the company's rules;
 - d. Your being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude;
 - e. Unauthorized absence from work, or failure to resume your duties on expiry of the leave duly authorized by the company.
20. Your appointment is subject to a probation period of 6 MONTH(S) or such period as the Company may prescribe from time-to-time. You will be considered for confirmation at the end of the probation period subject to successful completion of the pre-confirmation performance review. The probation period shall be deemed to have been extended unless formally and specifically advised otherwise by the Company.
21. Subject to the Company's right to terminate this employment in accordance with the provisions specified in this letter, the employment may be terminated by either party, by providing to the other party a formal notice of minimum period as prescribed by the Company from time-to-time through common announcements made to its employees by way of e-mails or by posting the same on the internal website/ intranet of the Company ("Notice Period"). The Notice Period shall always be treated as mandatory. Any attempt by you to exit or abandon your service before expiry of Notice Period shall be treated as a breach of the terms of your employment and shall render you liable for termination and payment of compensation to the Company.
22. In exceptional circumstances, the Company alone, in its discretion, shall have the right to waive the Notice Period, or any part thereof. Any such waiver shall be subject to payment of basic salary for the period of Notice Period so waived by the Company. The payment shall be made by the party seeking such waiver. It is further clarified that the Company alone, at its discretion, may opt to make/accept payment in lieu of notice period, which will be calculated on the basis of monthly Basic salary.
23. Your performance and progress will be assessed and appraised from time to time as per the performance appraisal / evaluation process or any other appropriate mechanism, as per schedules implemented by the Company from time to time. Please note that any payment from the Company, in the form of compensation, incentive or any other payment, will be made applicable only if you are on the rolls of the Company, on a not-resigned status, at the time of disbursement of such amounts.
24. After joining the company if you are selected for an assignment abroad for short or long term duration, you will be required to submit your original certificates with company for a mutually acceptable duration. Generally the duration will be the duration for which you are being sponsored abroad. The papers for sponsorship abroad will be processed only after meeting this condition.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 6 of 25

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25. You should declare your interest, financial or otherwise in any company or firm or any other individuals who have dealing with us in any capacity. In the event of yourself acquiring or becoming interested in the future in such a company or partnership or firm or individual, you should immediately disclose the nature and extent of your interest. Breach of this clause may lead to your immediate termination without any compensation in lieu thereof.
26. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.
27. At present, the age of superannuation i.e. the age of retirement in our Company is 60 years. Your date of birth has been recorded as **28-Aug-1993** in the records of the Company. The age of superannuation/retirement may be varied by the Company from time-to-time.
28. At the time of your separation from the Company's employment in any manner whatsoever (including retirement), you will comply with all procedures and requirements connected with the separation including the formalities concerning handing over of all papers, documents, data, CDs and any other valuables, property and assets, etc. which belong to the Company. Final settlement of your dues and issuance of a certificate of employment shall be processed by the Company after you have completed all the separation requirements in full.
29. This letter constitutes the entire understanding between you and the Company relating to your employment by the Company and supersedes and cancels all prior written and verbal agreements and understandings with respect to the subject matter of this appointment. This offer-cum-appointment letter may be amended by a subsequent written communication issued by the Company. Any disputes relating to your terms of employment with the Company shall be settled through arbitration under the guidance of an arbitrator appointed by the Managing Director of the Company or the Head of HR Department of the Company. The Arbitration shall be governed by laws of India and shall be held at Mumbai.
30. You shall maintain the confidentiality of your passwords and not allow others to perform any activity using your user ID. You shall not share your password(s) with anybody. You shall be accountable for all actions carried out using your user-id / password. You shall always follow Company's policies and procedures sincerely and fortify the security of the Company.
31. While dealing with the potential customer, or customer, over phone, you shall ensure that you comply with all the procedures as laid down under the TRAI Act/Regulations/Rules/Notifications/Circulars and shall not violate the National Do not Call Registry (NDNC Registry) and the Company's Do not Call Registry established for curbing Unsolicited Commercial Communication (UCC). You shall make calls to the potential customer/s or customer/s only from our branch numbers registered with NDNC Registry. However, in the event of any breach or violation thereof, you shall be liable for the consequences thereof, and that you shall also fully indemnify the Company in the event of any liability falling on the Company on account of your breach

Offer Letter of Manepally Jayanth (Ref No. 321479)
Page 7 of 25

Annexure 'A' - Compensation Package

Compensation Components	P.M. (Rs.)	P.A. (Rs.)
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Basic Salary	8,800.00	1,05,600.00
House Rent Allowance	4,400.00	52,800.00
Professional Allowance	12,887.00	1,54,649.00
Bonus	1,400.00	16,800.00
Company's Contribution into Provident Fund	1,056.00	12,672.00
Gross Remuneration	27,487.00	3,42,521.00
Notional provision for gratuity		5,079.00
Total Annual Cost-to-Company		3,50,000.00

Notes :

- Your designation and the distribution of the overall CTC amount into different components will be governed by the designation / compensation structures in force at the relevant time. Accordingly, all individual payments including the Basic Salary are liable for modification from time to time. Shortfall, if any, in respect of all statutory payments will be liable for adjustment against the Gross Compensation and Company will not have any additional liability on this count. Depending on the compensation structure and your location of posting at the relevant time, you may not be eligible for this payment altogether. As per rules currently in force, you will also contribute an amount equal to the Company's contribution into Provident Fund.
- All payments listed above as reimbursements (if any) need supporting documentation. If the reimbursement forms are received before 15th of the month, it will be included in the same month's payroll, otherwise in the subsequent payroll month.
- Any kind of tax incidence on any of the items listed above, including Fringe Benefits Tax, will have to be borne by the employee. The Income Stabilizer Allowance (wherever applicable) has therefore been introduced to even out the recovery for this deduction, so that a major tax deduction does not happen in January / February thereby upsetting your monthly income.
- A 'notional' provision has been indicated above forming part of the CTC amount, providing for payment of gratuity to you in future. The quantum of this 'notional provision' is subject to suitable adjustments as per the provisions of the gratuity scheme when a scheme is formally introduced in the Company. Any payment to you on this count will be applicable when you fulfil all the relevant eligibility criteria.
- You will be governed by the specific provisions and the administrative practices under different schemes / payments. Schemes of loans / deposits are liable for modification. Repayment of the loans / deposits along with the interest rates at the applicable rates shall be as per policies in force.
- All other terms and conditions of your employment would be as per the existing policies of the Company in force time to time.
- Details of the compensation package are strictly confidential between you and the Company; and are not liable for disclosure to any third party without the Company's formal consent.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 8 of 25

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Kotak Life - Code of Conduct

1. PURPOSE

All the employees and business associates must be, and should be seen as, committed to integrity in all aspects of their activities and comply with all applicable laws, regulations and internal policies. The purpose of laying down the Code of Ethics & Business Conduct (hereinafter referred to as “the Code of Conduct” or “the Code”) is to improve overall compliance as well as to enhance further scope of good corporate governance with an ethical and transparent process in managing the affairs of the Company.

2. APPLICABILITY

This Code applies to all the employees of the Company. For the purpose of this Code, 'Employee' shall mean all individuals on full-time or part-time employment with the Company, with permanent, probationary, trainee, retainer, temporary or contractual appointment.

3. PROFESSIONALISM & ETHICAL BEHAVIOUR

The personal and professional behavior of Employees shall conform to the standards expected of persons in their positions, which includes:

- a. Commitment and adherence to professional standards in their work and in their interactions with other Employees of the Company;
- b. Commitment to maintain the highest standards of integrity and honesty in their work;
- c. Adherence to ethical and legal standards to be maintained in business;
- d. Responsibility to support the Company in its efforts to create an open and mutually supportive environment;
- e. Responsibility to share information and give willing assistance in furthering the goals and objectives of the Company; and
- f. Responsibility to ensure that there is no misrepresentation of facts. Wherever a misunderstanding is thought to have taken place through unclear communications, this should be corrected promptly.

4. CONFLICT OF INTEREST

- a. Each Employee is expected to avoid situations in which his or her financial or other personal interests or dealings are, or may be, in conflict with the interests of the Company. Accordingly, the Company expects its Employees to act in the Company's interest at all times.
- b. Employees are advised not to engage in any other business, commercial or investment activity that may conflict with their ability to perform their duties towards the Company. Employees must also not engage in any other activity (cultural, political, recreational, social) which could reasonably conflict with the Company's interests and interfere with the performance of their duties.
- c. Employees must not use any Company's property, information or position, or opportunities arising from his employment for personal gains or to compete with or to tarnish the image of the Company.
- d. Employees should not engage in any business activity which could be detrimental to, or in competition with, the Company's business activities.
- e. All Employees must avoid situations in which their personal interest could conflict with the interest of the Company.
- f. The Employee must not empanel/engage any vendor who is a relative of the Employee.
- g. If, under any circumstance, Employees' personal interests conflict with those of the Company's, in all such cases, the Employee must seek advice from his or her reporting/ reviewing manager or from senior management.
- h. For avoidance of doubt, mere financial portfolio investments shall not be considered as activities that conflict with the business of the Company.

Offer Letter of Manepally Jayanth (Ref No. 321479)

5. CONFIDENTIALITY OF INFORMATION

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- a. As a result of employment with the Company, Employees may be entrusted with confidential information with regard to the Company and/or its affiliates, customers or vendors/suppliers.
- b. The Employees shall always keep the confidential information pertaining to the Company absolutely confidential and shall not disclose the same to any third party, unless required to be disclosed under law.
- c. The Employee shall not use the confidential information of the Company including its business structure, trademarks, logos etc. for creation of any application (app), software, or any other tool etc. without the prior written consent of the Company.
- d. When in doubt, the Employee should ask the Secretarial and/or Legal/Compliance Department whether information is to be treated as confidential.

6. INTEGRITY OF FINANCIAL INFORMATION

- a. As an employee, you may be required to participate in accounting processes that directly impact the integrity of external financial statements and internal management reports. In such a case, the Employee shall have a responsibility to ensure that all transactions are recorded in Company's accounts accurately and promptly and any known inaccuracies are immediately reported to the management.
- b. In case the Employee is entrusted with handling of cash / securities, any shortfall will be recoverable from the Employee personally. This does not preclude the Company from recovering the same from any dues to the Employee, or taking suitable legal action against the Employee.
- c. Misrepresentations by Employees that may conceal or obscure the true nature of a business transaction shall be treated as contraventions of this Code.

7. PROTECTION AND USE OF COMPANY PROPERTY

- a. All Employees of the Company are responsible for protecting and taking reasonable steps to prevent the theft or misuse of, or damage to, Company's assets, including all kinds of physical assets, movable, immovable and tangible property, corporate information and intellectual property such as inventions, copyrights, patents, trademarks and technology and intellectual property used in carrying out their responsibilities.

All Employees must use all official equipments, tools, materials, supplies, and Employee time only for Company's legitimate business interests.

- b. Company's property must not be lent or disposed of except in accordance with Company's policies. All Employees must use and maintain Company's property and resources efficiently and with due care and diligence.

8. HOURS OF WORK AND PUNCTUALITY

- a. All Employees are expected to report for work on time and be regular in their attendance. They should perform their job responsibilities during working hours. Tardiness, absenteeism and loafing during work hours must be avoided by the Employees.

Dishonesty in connection with marking of attendance or attempting to mark attendance for other employees will be treated as a misconduct making the concerned Employees liable for appropriate actions.

9. ACCEPTANCE OF GIFTS AND OTHER BENEFITS

Employees should not accept gifts or other benefits other than of nominal value from any individual or concern having official dealings with the Company or from any junior officer so as to avoid any possibility of such gifts or benefits even appearing to compromise business or official relationships. In case of any ambiguity, Employee must check with their managers/Departmental Heads to be sure that the gifts are indeed of nominal value.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 10 of 25

10. WHOLE TIME AND ATTENTION

All Employees shall devote their time and their best efforts to promote the Company's business and may not, without the prior written consent of the Company (and subject to any terms and conditions as may be imposed by the Company), engage or be interested in (whether directly or indirectly) in any other business, employment or vocation for pecuniary gain.

11. HARASSMENT

- a. The Company is committed to provide a work environment that is free from inappropriate behavior of all kinds and harassment on account of age, physical disability, marital status, race, religion, caste, sex, sexual orientation or gender identity.
- b. Employees undertake not to cause any such harassment during their employment and also commit themselves to support the Company in its endeavour to protect others from any form of such harassments.
- c. In the course of business conduct of any Employee, wherever harassment occurs to any such Employee as a result of an act or omission by any third party or outsider, the Company shall take all steps necessary and reasonable to assist such affected Employee in terms of support and preventive action. This is separately detailed in the "Policy Against Sexual Harassment of Women at Workplace".

12. ALCOHOL & SUBSTANCE ABUSE

- a. The use or possession of alcohol, illegal drugs, and other controlled substances in the workplace and being under the influence of these substances on the job and/or during working hours is strictly prohibited. However, possession of prescription medication for medical treatment is permitted.
- b. There may be company-sponsored events where management approves serving of alcoholic beverages. In these cases, all appropriate liquor laws must be followed, including laws regarding the prohibition of serving of alcohol to those under the legally permissible age.
- c. Under all such cases, excessive drinking, intoxication and misbehavior is prohibited and will be dealt with severely.

13. FRAUD

- a. Fraud — or the act or intent to cheat, trick, steal, deceive, or lie — is both dishonest and, in most cases, criminal. Acts of fraud are subject to strict disciplinary action, including dismissal and possible civil and/or criminal action against the concerned Employee.
- b. Few examples of Fraud include:
 - Fraudulent sourcing of Insurance business;
 - Submitting false expense reports;
 - Forging or altering cheques;
 - Misappropriating assets or misusing Company's property;
 - Unauthorized handling or reporting of transactions;
 - Inflating sales numbers;
 - Making any entry on Company records or financial statements that is not accurate and in accordance with proper accounting standards;
 - concealment of facts of any frauds/ unethical act;

14. COMPLIANCE WITH LAWS AND AGREEMENTS

- a. All Employees shall conduct business in compliance with all applicable laws and regulations.
- b. All Employees shall adhere to all applicable anti-corruption and anti-bribery laws.
- c. All the Employees shall honour and aid in honouring the contractual obligations of the Company, as may be contained in valid and binding agreements executed by the Company with third parties.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 11 of 25

15. HEALTH, SAFETY AND ENVIRONMENT

- a. All Employees shall comply with the Company's health and safety norms as communicated to them from time to time.

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- b. Employees shall bring to the management's attention any workplace safety or health hazard.

16. PRESS INQUIRIES/PUBLISHING OF INFORMATION

- a. Only nominated Employees are authorized to respond to press/media queries on behalf of the Company. All Employees should refer all calls relating to such press/media queries to the Corporate Communication Department of the Company.
- b. The Employees shall not, without the prior written consent of the Company, publish in any media including print media, Social media, blogs etc., any content/comment(s) write-ups /views etc. concerning the activities of the Company.
- c. In case any of the views so published by the Employee are found to be anti-social or detrimental to the brand image of the Company, the concerned Employee shall be held accountable for the same.

17. CONSENT UNDER NATIONAL DO NOT CALL REGISTRY GUIDELINES

The Employee gives consent to the Company to Call or send SMS to him/her in the course of routine engagements / assignments /queries/policy investigations/promotional communication etc, even if his/her number is registered in the NDNC Registry or any other similar database.

18. ADHERENCE TO TRAI REGULATIONS

- a. While dealing with a prospective or existing customer over phone, the Employee shall ensure that he/she complies with all the procedures as laid down under the TRAI Act/Regulations/Rules/Notifications/Circulars and shall not violate the National Do Not Call Registry (NDNC) or National Customer Preference Registry (NCPR) or any other similar registry.
- b. He/She shall make calls to the potential customer/s or customer/s only from Company's numbers registered with TRAI. However, in the event of any breach or violation thereof, the concerned Employee shall be liable for the consequences thereof, and that he/she shall also fully indemnify the Company in the event of any liability falling on the Company on account of such breach.

19. INFORMATION SECURITY - ACCEPTABLE USAGE POLICY

All Employees shall read, understand and agree to abide by the provisions of the Information and Cyber Security Policies of KLI. The policy documents are available at <http://workit.mykotaklife.com/sd/Pages/InfoSecPolicy.aspx>

All Employees:

- Shall follow security practices in accordance with the established policies and procedures of KLI
 - Shall classify and protect each Information Security Asset as per KLI's Asset Classification Policy and maintain updated Information Asset Inventory / Register
 - Shall follow Security Control Matrix defined in Asset Classification Policy while handling /managing KLI's Information Assets
 - Shall maintain the confidentiality of passwords and not allow others to perform any activity using his/her user ID and shall not write down passwords
 - Shall always lock the system using CTRL+ALT+DEL+ENTER or Windows + L, before leaving it unattended.
 - Shall not connect personal devices to KLI's assets or network
 - Shall always report the loss of his/her IT hardware / Desktop /Laptop immediately to the reporting head and IT Service Desk and shall lodge an FIR at the police station
 - Shall not install or distribute any unlicensed software
 - Shall not send or forward unsolicited emails to a large number of users which can be considered as mail spamming. Shall not send emails containing any document, software or other information protected by copyright, privacy or disclosure regulation
 - Shall not, either during or after their employment with KLI, divulge or utilize any confidential information belonging to KLI. This includes confidential information on processes and KLI's businesses and Customer Information, which may come to his/her knowledge during employment
 - Shall surrender all of KLI's assets in their possession back to KLI, upon exit/termination of employment
- Shall promptly report all violations of the information security policies and security incidents of KLI to kli.infosec@kotak.com

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 12 of 25

20. MISCONDUCT AND NON-OBSERVANCE OF THE CODE

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- a. Misbehavior, fights with colleagues, in office or Premises in close proximity to the office premises, and at official events outside the office premises that may be construed to affect the brand image of the Company shall be strictly dealt with and may lead to termination of employment.
- b. Non-observance of this Code shall be construed as misconduct that could warrant disciplinary action which may lead to dismissal from service. The decision in this regard will lie with the management of the Company and such a decision shall be binding on the Employees.
- c. Personal assets which will have significance in any investigation against the Employee or against anybody else connected with the Employee's affairs may be requisitioned by the Company and the Employee undertakes to submit the same to the Company for the purpose of such investigation.

21. EXCEPTIONS

Any exceptions to the norms laid down in this Code may be approved at the discretion of the Managing Director or any appropriate authority to whom such power is delegated by the Managing Director.

32. ACCOUNTABILITY

- a. The Employees shall, at all times, abide by the standards, requirements and procedures laid down under this Code.
- b. The Employees must -
 - commit to their individual conduct in accordance with this Policy.
 - observe both, the spirit and the letter of the law, in their dealings on Company's behalf.
 - recognize Company's responsibility to its shareholders, customers, employees, those with whom Company does business, and to society. Assess priorities in the context of discharging these responsibilities appropriately on Company's behalf.
 - conduct themselves as responsible members of society, giving due regard to health, safety, and environmental concerns, and human rights, in the operation of Company's business.
 - report any suspected breach of the law or this Policy to the HR Department/Managers via email. The identity of the employees reporting such instances in good faith shall be kept confidential.

22. AMENDMENTS

- a. The Company reserves the rights to change/ amend / modify this Policy in whole or in part, at any time without assigning any reason whatsoever.
- b. The Employees acknowledge that they will not be personally advised of any such change/ amendment / addition /deletion/ modification and the same may be posted on such page of the Intranet of the Company which is accessible to all Employees.

The Employees are advised to check for any such change/ amendment / addition /deletion/ modification regularly. The Employees hereby unconditionally agree to all such changes / amendments / additions / deletions / modifications.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 13 of 10

For office use only

Inward No. _____

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
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Mumbai - 400 097, India.

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Group No. _____

Office At _____

Form 2 (Revised)**NOMINATION AND DECLARATION FORM FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS****Declaration and Nomination Form under the Employees' Provident Funds & Employees' Pension Schemes**

(Paragraph 33 & 61 (1) of the Employees' Provident Fund Scheme, 1952 & paragraph 18 of the Employees' Pension Scheme, 1995)

1. Name (In Block Letters) _____ Mr. Manepally Jayanth _____

2. Father's / Husband's Name _____

3. Date of Birth _____ 28-Aug-1993 _____ 4. Sex _____ Male _____
(Male/Female)5. Marital Status _____ 6. Account No. _____
(Married/Unmarried/Widow/Widower)

7. Address:

Permanent: Qtr No-360/A BHEL Township, R.C.Puram HYDERABAD,502032

Temporary _____

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 14 of 25

Kotak Mahindra Life Insurance Company Limited
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CIN: U66030MH2000PLC128503

Registered Office:2nd Floor,
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Mumbai - 400 051.**Corporate Office:**7th Floor, Kotak Infinity, Bldg. No. 21,
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PART - A (EPF)

I hereby nominate the person(s)/cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees' Provident Fund in the event of my death:

Name of the nominee/nominees	Address	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulations in Provident Fund to be paid to each nominee	If the Nominee is a minor, name & relationship & address of the guardian who may receive the amount during the minority of nominee
1	2	3	4	5	6

33. *Certified that I have no family as defined in Para 2(g) of the Employees' Provident Funds Scheme, 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.

34. *Certified that my father/mother is / are dependent upon me.

_____X

*Strike out whichever is not applicable

Signature or thumb impression of the subscriber

Part B (EPS)

(Part 18)

I hereby furnish below particulars of the members of my family who would be eligible to receive Widow/Children Pension in the event of my death.

Sl. No.	Name & Address of the family member		Date of Birth	Relationship with the member
	Name	Address		
1	2	3	4	5

Offer Letter of Manepally Jayanth (Ref No. 321479)

FORM – 1

DECLARATION FORM (Regulation – 11& 12):-To be filled by the employee after reading instructions overleaf. Two Postcard size photographs are to be attached with this form.

A) Insured Persons Particulars	B) EMPLOYER'S PARTICULARS			
1. Insurance No.	9. Employer's Code No:			
2. Name Manepally Jayanth	10. Date of Appointment	Day	Month	Year
3. Father/Husband's Name				
4. Date of Birth 28-Aug-1993	11. Kotak Life Insurance 7th Floor, Kotak infinity, Bldg. No.21, infinity Park, Off W.E. Highway, General AK Vaidya Marg, Malad (E), Mumbai 400097, India			
5. Sex : Male/Female : Male				
6. Marital Status : M/U :				
12. In case of any previous employment please fill the det. As under				
a. Previous Ins. No.:				
b. Empr's Code No:				
<u>c. Name & Address of the Previous Employer</u>				

7. Present Address
CandidateTAddress] Pin - _____
8. Permanent Address

- Branch Office: _____ Dispensary _____

(C) Details of Nominee u/s 71 of ESI Act 1948/Ruls 56(2) of ESI (Central) Rules 1950 for payment of each benefit in the event of death.

Name	Relationship	Address

Signature of the Employer

x _____
Signature of the T.I./I.P

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 17 of 25

Kotak Mahindra Life Insurance Company Limited
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Family Particulars of Insured Person

Sl.No.	Name	Date of Birth/Age	Relationship	Whether residing		If No, State Place of
				With the employee with him/her	Residing	
				Yes	No	
				1		
2						
3						
4						
5						
6						

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 20 of 25

Payment of Gratuity (Central) Rules

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FORM 'F'

See sub-rule (1) of Rule 6

Nomination

To,

(Give here name or description of the establishment with full address)

I, Shri/Shrimati/Kumari Manepally Jayanth

(Name in full here)

whose particulars are given in the statement below, hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is/are a member(s) of my family within the meaning of clause (h) of Section 2 of the Payment of Gratuity Act, 1972.
3. I hereby declare that I have no family within the meaning of clause (h) of Section 2 of the said Act.
- 5 (a) My father/mother/parents is/are not dependent on me.
(b) My husband's father/mother/parents is/are not dependent on my husband.
5. I have excluded my husband from my family by a notice dated the _____ to the controlling authority in terms of the proviso to clause (h) of Section 2 of the said Act.
6. Nomination made herein invalidates my previous nomination.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 21 of 25

Nominee(s)

Name in full with full	Relationship with	Age of	Proportion by which the gratuity will be
------------------------	-------------------	--------	--

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	address of nominee(s)	the employee	nominee	shared
	(1)	(2)	(3)	(4)
1.				
2.				
3.				
So on.				

Statement

1. Name of employee in full Manepally Jayanth
2. Sex Male
3. Religion _____
4. Whether unmarried/married/widow/widower _____
5. Department/Branch/Section where employed _____
6. Post held with Ticket No. or Serial No., if any _____
7. Date of appointment _____
8. Permanent address:

Village _____ Thana _____ Sub-division _____

Post Office _____ District _____ State _____

Place: _____

Signature/Thumb-impression of the
Employee

Date: _____

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 22 of 25

Declaration by Witnesses

Nomination signed/thumb-impressed before me

Name in full and full address of witnesses.

Signature of Witnesses.

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1. _____

1. _____

2. _____

2. _____

Place: _____

Date: _____

Certificate by the Employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's Reference No., if any _____

Signature of the employer/Officer authorised
Designation

Date: _____

Name and address of the establishment or

rubber stamp thereof.

Acknowledgement by the Employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date: _____

Signature of the Employee

Note.—Strike out the words/paragraphs not applicable.

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 23 of 25

Group Medclaim Nomination Form

Please cover the following people from my family under the group medclaim (hospitalization) policy.

Please Note:

Kotak Mahindra Life Insurance Company Limited
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No.	Relationship	Mediclaime Coverage		Name	Date of Birth	Gender
1	Self	Y	N			
2	Spouse	Y	N			
3	Child 1	Y	N			
4	Child 2	Y	N			
5	Mother	Y	N			
6	Father	Y	N			
7	Mother in law	Y	N			
8	Father in law	Y	N			

- You can include maximum 5 beneficiaries under you, which will have spouse, two children, and any two from mother, father, and mother in law or father in law.
- You need to tick on either Y or N in Mediclaime Coverage as per applicability.
- Children above the age of 25 years will not be covered under the policy.
- Parents above 85 years of age will not be covered under the policy.
- Applicability of mediclaime is strictly as per policy terms and conditions.
- I submit that it will be my responsibility to inform the HR department in case of any changes in the above list.

_____ [Candidate name] _____ X _____
My Full Name **My Emp. Code** **Signature** **Date**

Offer Letter of Manepally Jayanth (Ref No. 321479)

Page 24 of 25

Beneficiary Nomination Form

Policy : **Kotak Term Group Plan & Employee Depository Linked insurance
For employees of Kotak Mahindra Old Mutual Life Insurance Limited**

Policy Number : **G5 & D8 (As per applicability)**

Kotak Mahindra Life Insurance Company Limited
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I hereby nominate the following people as beneficiaries towards this policy.

Name of Beneficiary*	Proof of Identity**	Relationship to the employee	% Share of benefit	Bank Details***

* If minor, the details of the guardian with proof of identity required

** Original certified copy required.

*** Bank Details required are:

- Bank Name
- Bank Branch Name/Code
- Account No
- Account Type

_____ X _____
 My full name My Signature Date_

For HR Department – Kotak Life Insurance

Date of receipt of form : _____

Employee code : _____

Received By : _____

Offer Letter of Manepally Jayanth (Ref No. 321479)

Kotak Life ID Card Issuance Form (Employee)

Kotak Mahindra Life Insurance Company Limited
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PHOTO

In Blue or Red Background

Application Date: _____/_____/_____

Employee Name: _____

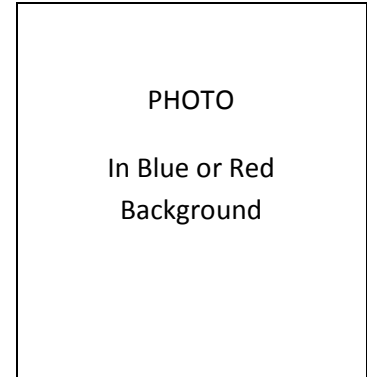
Blood Group: _____

Employee Code: _____

Department: _____

Contact No: _____

Emergency Contact No: _____



Declaration (Please read before signing)

- I understand that ID Card issued to me is the property of Kotak Life Insurance Company and that I am personally responsible for any misuse or loss of the ID card during my employment of KLI. I agree to return the ID Card immediately upon leaving / termination of employment and / or on demand.
- In case of Lost ID Card, concern person has to pay the Lost Card charges of Rs. 250/.

Employee Signature: _____

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New Form No.-11 - Declaration Form
(To be retained by the employee for future reference)
EMPLOYEES' PROVIDENT FUND ORGANISATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34& 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in any establishment on which EPF scheme. 1952 and / or
EPS. 1995 is applicable)

1.	Name of the member	Manepally Jayanth
2.	Father's Name Spouse's Name (Please tick below whichever is applicable)	
3.	Date of Birth (DD/MM/YYYY)	28-Aug-1993
4.	Gender: (Male/ Female/ Transgender)	Male
5.	Marital Status (Married/Unmarried/Widow/Widower/Divorcee)	
6.	(a) Email ID: (b) Mobile No:	
7.	Whether earlier a member of Employees' Provident fund Scheme,	Yes/No
8.	Whether earlier a member of Employees' Pension Scheme, 1995	Yes/No
9.	Previous Employment details: [if Yes to 7 AND/OR 8 above]	
	c) Universal Account Number :	
	d) Previous PF Account Number	
	e) Date of exit from previous employment (DD/MM/YYYY)	
	f) Scheme Certificate No. (if issued)	
10.	g) Pension payment order (PPO) No. (if issued)	
	a) International Worker:	Yes/No
	b) If yes, state country of origin (India/Name of the other country)	
	c) Passport No.	
11.	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	
	KYC Details : (attach self attested copies of the following KYCs)	
	a) Bank Account No. & IFS Code	
	b) AADHAR Number	
	c) Permanent Account Number (PAN), if available	

UNDERTAKING

- 9) Certified that the particulars are true to the best of my knowledge.
- 10) I authorize EPFO to use my Aadhar for verification/authentication/eKYC purpose for service delivery.
- 11) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present P.F. Account. (The transfer would be possible only if the identified KYC detail approved by previous employer has been verified by present employer using his Digital Signature certificate)

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12) In case of changes in the above details, the same will be intimated to employer at the earliest.

Date:

Place:

Signature of Member

DECLARATION BY PRESENT EMPLOYER

- A. The member Mr./Mrs./Mrs. has joined on and has been allotted PF Number
- B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:
- **(Post allotment of UAN)** The UAN allotted for the member is
 - **Please Tick the Appropriate Option:**
The KYC details of the above member in the UAN database
 - Have not been uploaded
 - Have been uploaded but not approved
 - Have been uploaded and approved with DSC
- C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995
- The above PF Account number/UAN of the member as mentioned in (a) above has been tagged with his/her UAN/Previous Member ID as declared by member.
 - **Please Tick the Appropriate Option:-**
 - The KYC details of the above member in the UAN database have been approved with Digital Signature Certificate and transfer request has been generated on portal.
 - As the DSC of establishment are not registered with EPFO, the member has been informed to file physical claim (Form – 13) for transfer of funds from his previous establishment.

Date:

Signature of Employer with Seal of Establishment

Registered Office:

Corporate Office:

24 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Rahul Naik,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **25 March 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn
2. **Place of Work:** Your initial place of posting will be in **Hyderabad**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary
3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. **WORK & DUTIES**

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. **REMUNERATION**

You shall draw a total remuneration of **400000 (Four Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. **PROVIDENT FUND AND GRATUITY**

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. **PERSONAL INFORMATION**

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. **PUBLIC HOLIDAYS & ANNUAL LEAVE**

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

- (a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets
- (b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers
- (c) Information designated as confidential, or which information is reasonably known to be confidential
- (d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

“Inventions” includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company’s interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company’s business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company’s behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. MISCELLANEOUS

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	170000	14167
Employer PF	20400	1700
Food and Mobile Allowance	24000	2000
HRA	68000	5667
Field Allowance	57600	4800
Fixed CTC	340000	28333
Employee PF	20400	1700
Professional Tax	2400	200
Employer PF	20400	1700
Total Deductions	43200	3600
Net Pay Before Tax	296800	24733
Variable	60000	
Total CTC	400000	

Summary

Component	Monthly Earning
Monthly Fixed Pay	Rs.24,733
Monthly Variable Pay (@100% Performance)	Rs.5000
Monthly Fixed Allowance (For Petrol Expense)	Rs.2600
Total Monthly Payout	Rs.32333

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution
- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of

the company on the date of disbursement of these payouts

- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding**.

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,



Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 25 March 2019

April 03, 2019

Mr. Rajiv Abhimanyu T,
H.No.4-51-298
Maqdoom Nagar
Jagathgiri Gutta Hyderabad-500037

Dear Rajiv Abhimanyu T,

C O N G R A T U L A T I O N S !

With reference to your application and subsequent interview, we are pleased to appoint you as “**Sales Trainee**” currently in the **Commercial SCS Sales** based at “**AP-Telangana**” on the following terms and conditions.

PART A

1. This appointment shall take effect **May 13, 2019**
2. You are requested to report for duty on or before the above-mentioned date with the following documents.
 - a. Five-passport size photographs recently taken.
 - b. Original certificates and testimonials along with a set of Photostat copies for our reference
 - c. Last salary drawn certificate (if applicable)
 - d. Experience Certificate and Relieving Letter from your previous Employer
 - e. PAN Card Copy
 - f. A valid Address proof.
 - g. A copy of Aadhar

If for any reason you are unable to produce any of the above mentioned documents, please state the reasons in writing along with a statement of a reasonably short time period in which you will produce it. Failure to produce the relevant documents may render this appointment letter null and void. For any exceptions to be made, prior approval of the management is required.

3. Your compensation will be as follows:

Component		Amount in Rs.
a.	Basic Salary	8,010.00
b.	House Rent Allowance	3,204.00
c.	Travel Allowance	1,600.00
d.	Special Allowance	14,258.00
MONTHLY GROSS		27,072.00
Reimbursement		-
	Mobile Reimbursement	750.00
	Laptop Allowance	-
	Employer PF	961.00
	Employer ESIC	-
	Gratuity	384.00
MONTHLY CTC (Rs.)		29,167.00
ANNUAL CTC (Rs.)		350,004.00

4. It is clearly understood that the above salary is for satisfactory discharge of all work and duties assigned to you - in writing or orally. In addition, depending on organizations reasonable needs and emergencies you may be called upon to work additional hours in order to fulfill your responsibilities.
5. You will be on probation for a period of six months from the above referenced date on which the appointment takes effect. Upon satisfactory completion of the same, you will be confirmed and absorbed into the regular cadre of the company. After completion of the probation period and until such time that you are intimated in writing regarding your confirmation you shall continue to be on probation. The probation period is extendable or may be reduced at the sole discretion of the Management.
6. The management reserves the right to terminate, with immediate effect, (without any notice) your services if in the opinion of the management the work discharged by you is not satisfactory to it either during the probation, training or any other period thereafter. During Probation / Extended probation / Training in the event of your resignation or termination of services either side will have to give 30 days notice or 30days gross salary in lieu thereof. Subsequently on confirmation either side will have to give 60 days notice or 60 days gross salary in lieu thereof. The employee can avail their full and final settlement within a period of 90 to 120 days from their last working day. Alternatively if the employee needs to make a refund to the company the same should be done within a period of 30 days from the date of their resignation / last working day which ever is earlier. In the event of your resignation during the period of training/probation, the management reserves the right to recover costs incurred as compensation for the time and expenditure incurred by the company on your training / induction program.
7. If you resign during the financial year, then you will not be eligible for any incentive schemes (be it from a Principal or Frontier)

If you resign after the completion of the financial year and have qualified for incentives, then, the incentives payable will be based on the transactions where all collections have been completed.
8. During your employment with the company, you may be transferred to any of the branches / offices / divisions / departments / manufacturing units of the company, whether existing or to be setup in the same town or anywhere in India or abroad on the same terms and conditions of employment as mentioned herein at the sole discretion of the management.
9. You are required to maintain yourself in a state of medical / physical/ mental fitness and ensure annual medical checkups. Any neglect on your part in this regard may render your services liable for termination with immediate effect, notwithstanding any other terms and conditions contained herein.
10. During your employment with the company, you will be governed by the company's policies and rules regarding Leave, Provident Fund, ESI / Medical reimbursements, Gratuity etc. Privilege leave if encashable, as per statue or company practice, while in service or on cessation of services, shall be only on Basic salary.
11. The company will expect you to work with a high standard of initiative, efficiency and economy at all times. During your employment with the company, you are required to deal with the company's money, materials and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of misappropriation regardless of the value involved, your services can be terminated notwithstanding other terms and conditions mentioned herein. In the event of breach, the management reserves the right to terminate without prejudice to any of its other legal remedies available for such breach.

12. You have been engaged on the presumption that the particulars furnished by you in your application and / or bio--data are correct. In the event the said particulars are found to be incorrect or it is found that you have concealed or with held some other relevant facts, your appointment with the company can be terminated / cancelled without any notice.

PART B

In view of the highly competitive nature of the company's business and also in view of the fact that you would be in a position to obtain Confidential Information belonging to the COMPANY, and being aware of the sensitivity of your position in the COMPANY, you acknowledge that it is necessary to protect the commercial interest of the COMPANY and prevent commercial exploitation of its Confidential Information. Therefore, you are willing to be bound by the following terms and conditions.

1. You acknowledge that the confidential information of the company whether stated as confidential or not by the company is the proprietary data of the company and when you are in the services of the company you shall maintain such confidential information, confident and you shall not disclose in any form whether directly or indirectly such confidential information to any third party. Confidential information of the company includes but is not limited to: customer information, trade secrets, databases, business processes, business plans, techniques, data of any kind, drawings, customer lists, financial statements, sales data, proprietary business information of any sort, research or development projects or results, tests, and / or any non-public information which concerns the business, operations, ideas or plans and other information You may also be called upon to sign other confidentiality documents as and when required .
2. You also hereby undertake that in the event of termination / resignation of your employment for whatever reason you shall not disclose or divulge whether directly or indirectly the Confidential Information, as mentioned above, belonging to the COMPANY for a period of one year after such termination / resignation.
3. You shall not commercially exploit (for your personal benefit or for the benefit of any entity apart from Frontier Business Systems) the Confidential Information belonging to the COMPANY in any manner during your tenure with the company or subsequently for a period of one year from the date of your disassociation from the COMPANY.
4. In the event of your resignation or termination by the company for whatever reason, you shall not induce / influence any employee of the COMPANY to leave the employment of the COMPANY or directly or indirectly hire or use the services of any employee of the COMPANY in any manner whatsoever for a period of one year from the date of such termination / resignation.
5. On termination, disassociation or resignation you shall not commence or undertake directly or indirectly whether full time or part time any commercial enterprise or activity which would be in the nature of competition to the business activities of the COMPANY for a period of one year from the date of your disassociation.
6. You shall not work for the organisation wherever you are posted for a period of 1 year directly/ indirectly or through any other means or bring any revenue loss to your current employer.
7. Your obligations and restrictions under this appointment letter would continue during the entire period of employment and for a period of one year thereafter.
8. In the event of breach of any of the terms and conditions of this appointment letter by you, the COMPANY reserves the right to seek such monetary damages as it may deem fit without prejudice to any of its legal rights under any applicable law.
9. You are required not to engage yourself in any other gainful or commercial employment, business or activity, part time or full time, directly, indirectly or simultaneously as long as you are employed

with the company or engage yourself directly or indirectly in any other profitable business connected with the dealings or activities of the company in any way. Any action contrary to the above would render your services liable for termination. Notwithstanding the right to terminate, the management also reserves its right to claim such compensation as it may deem fit in the circumstances without prejudice to any of its legal rights under any applicable law.

10. Your services will be liable to be terminated at any time, without notice and without assigning any reason whatsoever and without compensation, if the management is not satisfied with your work or performance or in the event of dereliction of duty, irresponsibility, unauthorized and / or continued absence from work, negligence, disobedience, dishonesty and for any other valid or sufficient reason as the management deems fit. Notwithstanding the right to terminate, the management also reserves its right to claim such compensation as it may deem fit in the circumstances.
11. If you are employed through the services of a Placement Agency / Consultant, you are required to successfully serve in the company for a minimum period of 9 months from the date of appointment. In the event of discontinuation of service either voluntarily or by the Company before the said period, the amount charged by the Placement Agency / Consultant by way of professional charges towards the cost of recruitment, will be recovered from you.
12. You will be required to undergo various training programs / certifications etc. for skill enhancement / personal development during your services with the company. After the completion of the training program, it is required that you serve in the Company for a Minimum period of 12 months. In the event of your discontinuation of service either voluntarily or by the Company before the said period, the training cost incurred during the said period will be recovered from you.

You are requested to report for duty at Frontier Business Systems Pvt. Ltd, AP-Telangana. You will be reporting to **Mr. Nagesh and Meenesh**

You are advised to go through the contents of this appointment letter and sign the duplicate copy, which is to be returned to us as a token of acceptance of the appointment, and the terms and conditions stated therein. Notwithstanding anything contained to the contrary, this contract will be treated as having been concluded at Bangalore, for all purposes.

Jurisdiction: Employee consents to the exclusive jurisdiction and venue of the appropriate courts located in Bangalore in any action arising out of or relating to this Agreement. Employee waives any other venue to which Employee might be entitled by domicile or otherwise.

Wishing you all the best and welcoming you to our PURSUIT OF EXCELLENCE.

Yours faithfully,
for FRONTIER BUSINESS SYSTEMS PVT LTD.,

MANAGER - HUMAN RESOURCES

I have read the Terms & conditions of my Appointment and have understood and accepted the same

Signature :

Name: **Mr. Rajiv Abhimanyu T**

Date: ____ / ____ / ____

Ref No. 212263

Private & Confidential

Date: 12 October 2018

Mr. Koukuntla Raghu Sagar,
5-8-69/58
Indranagar
Kukatpally
Hyderabad - 500037

Dear Koukuntla Raghu Sagar,

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 Stock Broking 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 **Broking** Division at **Hyderabad**. Your title will be **Equity Advisor** in Grade **S6 (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.2,50,000/- (Rupees Two 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.

3. Probation Cum Training Period

You will be on probation cum training for a period of 1 year from the date of your joining, wherein you will undergo an extensive special training provided by the Company as detailed in Annexure-II. Upon successful completion of your training, the Company will confirm your employment in writing.

4. Resignation during Probation Cum Training Period

This role requires you to be trained extensively. During this period you agree not to leave the Company. In the event of your leaving the Company within this period, the Company is liable to recover from you the cost of your training in full or a minimum of Rs. 75000/- (Rupees Seventy Five Thousand Only) will be recovered from you.

Karvy Stock Broking Limited

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 23312454 | F: +91 40 23311968 | service@karvy.com | www.karvy.com

Ref No. 212263

Irrespective of the above, your services are liable to be terminated by the company without assigning any reason by giving one month notice period or payment of gross monthly salary in lieu thereof on either side.

However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period days or without any pay in lieu of notice period.

5. Notice periodDuring Probation Period

Your services are liable to be terminated by the company without assigning any reason by giving **30** days notice period or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, 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 **30** days or without any pay in lieu of notice period.

After Confirmation

Your services can be terminated by the company by giving **60** days notice or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, 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 or without any pay in lieu of notice period.

6. 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. 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 or any additional consideration frequently and/or 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.

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.

7. 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.

8. Duties and responsibilities

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.

Karvy Stock Broking Limited

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 23312454 | F: +91 40 23311968 | service@karvy.com | www.karvy.com

Ref No. 212263

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.

9. 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.

10. Non disclosure, secrecy and confidentiality

You acknowledge 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 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, including but not limited to seeking an "Order of Injunction".

11. Non-solicitation & non-compete

You agree and undertake that during the term of your appointment with the Company and for a term of one (1) year after the termination of your appointment with the Company for any reason whether with or without cause, you will not, directly or indirectly 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 or for any other person or entity 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 one (1) year after your appointment with the Company ceases.

Karvy Stock Broking Limited

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 23312454 | F: +91 40 23311968 | service@karvy.com | www.karvy.com

Ref No. 212263**12. 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 or at such earlier time as required by the Company.

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 para is also applicable to any activity relating to Trade Marks, patentable work or any other activity leading to Intellectual property rights.

13. 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 termination of your appointment and taking appropriate legal proceedings against you.

14. 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 undertake 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 undertake 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 in relation to above is found incorrect, the Company reserves the right to take appropriate disciplinary action including termination of services.

(ii) You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the company, including alcoholism. 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.

15. 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.

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.

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Ref No. 212263**16. 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, repos 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.

17. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, malafide acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate 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 damage.

18. Exclusivity

During the term of your appointment 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 conflict with your obligations of the Company.

19. Severability

If any term of this letter shall be invalid or unenforceable by any Court of 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.

20. 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.

21. 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 with us, will be used to calculate your age of superannuation.

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Ref No. 212263**22. Handing over process**

In case of your disassociation from the company due to any reason, before relief 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. 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 all material, information and property belonging to the company and in your possession at the earliest and not later than the last working day.

23. 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 Seven (7) 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.

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Ref No. 212263**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.

(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.

(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.

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Ref No. 212263**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 Stock Broking Limited.,

Email Id: hrhelpdesk@karvy.com

Fax: +91 040-23311968

Employee Personal email id: raghusagar21@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.

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 Stock Broking Limited**

Sd/-

Karuna Kamath
Assistant General Manager
Human Resources

Please Note : This is an on-line letter, hence, does not require any authorized signature.

Enclosed : Compensation Structure - Annexure I

Acknowledgement and Acceptance

I have read and understood the above Terms & Conditions hereby signify my acceptance

Name: Koukuntla Raghu Sagar

Karvy Stock Broking Limited

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Name: Koukuntla Raghu Sagar Designation: Equity Advisor
 Grade: S6 (Executive Trainee) Location: Hyderabad

Compensation Structure

Particulars	Amount in INR per month	Amount in INR per annum
Basic	7,290	87,480
HRA	4,380	52,560
Other Allowance	3,978	47,736
Provident Fund (Employer Contribution)	875	10,500
Advance Bonus	1,460	17,520
Conveyance	1,600	19,200
Medical	1,250	15,000
Fixed CTC	20,833	2,50,000

(Rupees Two Lakhs Fifty Thousand only)

Others:

Further you will be eligible to receive performance linked variable pay up to Rs.62,500/- per month. This variable pay is linked to performance and achievement of defined KRAs.

Other benefits:

Personal Accident Cover: : Personal accident cover for self in cases of death or disability
 Mediciam : Covered under ESIC or Mediciam 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 anyone other than your department head or HR is liable for disciplinary action.

-----x-----

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OFFER LETTER

To,
Mahesh Abbagoni
Hyderabad

8th February 2019

Sub: Offer letter for the position of Senior Executive – Dealer Solutions.

Dear Mahesh,

We are pleased to offer you the position of **Senior Executive – Dealer Solutions** at Automotive Exchange Private Limited.

About CarWale

CarWale was founded in 2005 and for more than a decade has worked relentlessly to make car buying simple. Today we garner the most number of visits, attract the largest number of car and two wheeler buyers on our platform and have built the largest network of dealers to serve these buyers and consumers. We still have a long way to go and believe we have the opportunity to build one of the globally leading automotive companies in this part of the world.

Over the years, CarWale has been recognized by Red Herring in the Top 100 Asian companies twice (2007 and 2009), one of its co-founders listed as one of the Top 25 Young Entrepreneurs of Asia by Business Week USA and among India's Top 3 Innovative Consumer Companies at the TiE Summit, December 2009.

Our Culture

We offer a great collaborative work culture, flat organization structure with no bureaucracy. This is an opportunity to be a part of a high caliber team and to significantly contribute your ideas and influence growth of the company. What you will not find here is the formal management structures, bureaucracy and tightly defined guidelines for performing in your role. What you will find is a free-hand approach to help you achieve your goals, and authority that is commensurate with responsibility.

Offer herein is an indicative of company's intent and is subject to your confirmation in agreement.



Compensation Structure:

Particulars	Description	Monthly (Rs.)	Annually (Rs.)
Basic Salary	40% of Fixed Salary	10,080	120,964
HRA	50% of Base Pay	5,040	60,482
Conveyance	This is applicable as per IT rule	1,250	15,000
Medical Allowance	This is applicable as per IT rule	1,250	15,000
Telephone Allowance	This is applicable as per IT rule	-	-
Supplementary Allowances	Balancing Figure	7,230	86,763
Gross CTC		25,201	302,409
Provident Fund	12% of Base Pay (Employers contribution)	1,210	14,516
ESIC	4.75% of gross	-	-
Gratuity (Accrual Only)	4.80% of Base Pay	485	5,818
Accident Insurance		50	600
Mediclaime Premium		555	6,657
Total Cost to Company		27,500	330,000

** Premium amounts are subject to exact age of dependents

Taxes:

Please note that all amounts payable to you as compensation shall be subject to deduction of tax &or other deductions as are required by laws for the time being in force.

Leave Guidelines:

We have leave guidelines that encourage associates to avail 25 leaves under various categories other than 10 public holidays. However, employees are free to avail more leaves if they need to in consent with their manager. No salaries are deducted for any amount of leaves unless Manager believes that performance has been adversely affected. To summarize, we have only guidelines for leaves and all that matters is your performance and not how many days you turn up at work.



Others:

At the time of your joining you are requested to submit followings to complete formalities:

1. Proof of Age
2. Certified true copies of your Educational / Professional Qualifications/Certificates
3. Experience Certificate(s).
4. Copy of relieving letter or acknowledgement of resignation letter from your last employer.
5. Last Salary Slip / Certificate / Contract.
6. Residence Proof.
7. Latest 3 Photograph (Passport Size)

Talent Team will coordinate to complete various formalities on your joining. On submission of your Joining Report and Documents mentioned above, you will be issued a formal letter of Appointment explaining the terms & conditions which will be binding on both the sides.

We look forward to get your consent on this offer and invite you for a rewarding career!

Warm regards,

Talent Division

Automotive Exchange Private Limited www.carwale.com



CBIT boys hostel
Near CBIT college, Gandipet
Hyderabad 500075

Invesco (India) Pvt. Ltd. (SEZ Unit)

DivyaSree Orion, 14th & 15th Floor
Block 6 North Tower, Survey # 66/1,
Raidurgam, Serilingampally Mandal,
RangaReddy District, Hyderabad 500 032
India

Telephone +91 40 674 80000

www.invesco.com

CIN# : U72200AP2009PTC064852

October 16, 2018

Dear Madhuteja Paripalli

Congratulations! We are pleased to offer you the position of Trainee, Investment Services for Invesco India Pvt. Ltd. ('IIPL or Invesco') effective March 4, 2019. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with IIPL are set forth below, which, together with Annexure A (Compensation) and Annexure B (Additional Terms and Conditions of Employment) attachment hereto and incorporated herein, shall constitute the entire agreement between you and IIPL regarding your employment with IIPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval please evidence your acceptance of such by signing where indicated below.

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, 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. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,50,000. For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to

applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of IIPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by IIPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Madhuteja Paripalli, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR– Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Hitesha Rathod (at Hitesha.Rathod@invesco.com) by October 19, 2018. Please be sure to retain a copy of this letter for your records.

In the event you fail to provide your acceptance of this offer by October 19, 2018, this offer shall stand rescinded.

Madhuteja Paripalli

Date

Confirmed Start Date



CBIT boys hostel
Near CBIT college, Gandipet
Hyderabad 500075

Invesco (India) Pvt. Ltd. (SEZ Unit)
DivyaSree Orion, 14th & 15th Floor
Block 6 North Tower, Survey # 66/1,
Raidurgam, Serilingampally Mandal,
RangaReddy District, Hyderabad 500 032
India

Telephone +91 40 674 80000
www.invesco.com

Annexure A: Compensation Details

October 16, 2018

Name: Madhuteja Paripalli

Job Title: Trainee, Investment Services

	Annual Compensation (Rupees.)
Basic Salary	1,05,000
Conveyance Allowance	19,200
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,87,160
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	5,040
Total CTC	3,50,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad



CBIT boys hostel
Near CBIT college, Gandipet
Hyderabad 500075

Invesco (India) Pvt. Ltd. (SEZ Unit)

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India

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Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL, you shall not, without first having obtained the written permission of IIPL, be interested directly or indirectly, as partner, officer, advisor, employee or otherwise, in any business, enterprise or undertaking other than your employment with IIPL.

1.4 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

1.5 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.6 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.1;
- (b) are mentally and physically fit to perform the duties outlined in paragraph 1.1;
- (c) are not using any illicit drugs;
- (d) are not bankrupt;
- (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and
- (f) have not been convicted under any law for offences involving fraud or dishonesty.

1.7 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide .

1.8 Working in Shift

The normal "regular full-time" work schedule for Hyderabad is forty (40) working hours , not exceeding forty eight (48) working hours, during each working week.

Daily and weekly work schedules may be changed from time to time, at the sole discretion of the company, to meet varying business needs.

In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays.

All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.

All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 7 and 8, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL can transfer you to any business location of the IIPL or its affiliates.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of salary, being so notified the alteration shall thereafter have effect as if it were specifically provided for in this Annexure B.

4.4 Your salary will be reviewed periodically in accordance with the established company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or Insurance cum Savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with state requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes of IIPL, any of IIPL's Confidential Information.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database.

9.2 You acknowledge and agree that every Invention which you may, at any time during the terms of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertakes to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation.

9.4 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment contract.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

- a) without notice or remuneration in lieu thereof at any time:
- i) for just cause;
 - ii) if you are convicted of an indictable criminal offense or become bankrupt;
 - iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
 - iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
 - v) if you breach any obligation of yours contained in this Annexure B.
- b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 13.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be complete and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this contract are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this contract and Employee guide. The company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

Notice to Potential Employees
Invesco and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
 - Clearance by Invesco before engaging in certain personal securities transactions;
 - Reporting of certain personal securities transactions to Invesco;
 - Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
 - Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities; and
 - Restrictions on engaging in personal securities transactions in certain securities during certain periods of time.
- Holding demat and trading accounts with an approved broker only

Invesco's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

RJIL/57428981/12314535/190219/1533

Date: 19 Feb 2019

Gandhe Amarnath

H no, Hno: 3-2-188,somasundaram street, kalasiguda,
secunderabad.,
Manju Theater , SECUNDERABAD,
SECUNDERABAD, Telangana - 500003

Offer cum Appointment Letter

Dear **Gandhe Amarnath**,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Area HR Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Chennai**.

However, during employment with the Company , you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **25 Feb 2019**.

02. COMPENSATION:

i.Fixed Pay: INR 2,92,865/-(INR TWO LAKH NINETY TWO THOUSAND EIGHT HUNDRED SIXTY FIVE only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 18,316/-(INR EIGHTEEN THOUSAND THREE HUNDRED SIXTEEN only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Note: Aggregate of Fixed Pay, Retirals and Bonus is Committed Pay as per applicable rules (refer Annexure 1A)

iii. Performance Linked Incentive (PLI): INR 31,818 (INR THIRTY ONE THOUSAND EIGHT HUNDRED EIGHTEEN only) per annum (This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.

PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C, we have covered each component of compensation in detail.**

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

Reliance Jio Infocomm Ltd



AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Date: 19 Feb 2019

Page 2 of 21

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

ANNEXURE 1-A			
Name : Gandhe Amarnath			
Compensation Break-up			
Components	Amount in INR		
	Monthly	Annually	
A] Fixed Pay			
1.	Basic Salary	9,080	1,08,957
2.	Residual Choice Pay	8,424	1,01,086
3.	Medical Reimbursement	0	0
4.	Food Coupon	0	0
5.	Gift Coupon	0	0
6.	Leave Travel Allowance	1,513	18,159
Vehicle			
7.	Company Vehicle Scheme	Refer Annex 1B & 1C	
8.	Vehicle Insurance	Refer Annex 1B & 1C	
9.	Fuel & Maintenance	Refer Annex 1B & 1C	
Housing			
10.	House Rent Allowance	3,632	43,583
Insurance			
11.	Group Personal Accident Insurance Premium	48	570
12.	Group Term Life Insurance Premium	38	450
13.	Medical insurance Premium	1,672	20,060
Total - Fixed Pay [A]		24,405	2,92,865

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

ANNEXURE 1-A			
Name : Gandhe Amarnath			
Compensation Break-up			
Components	Amount in INR		
		Monthly	Annually
B] Retirals			
1.	PF - Employer Contribution (12% of Basic Salary)	1,090	13,075
2.	Gratuity / Ex-gratia (4.81% of Basic Salary)	437	5,241
Total - Retirals [B]		1,526	18,316
C] Bonus			
1.	Bonus (As per Act)	583	7,000
Total Bonus [C]		583	7,000
Total - Committed Pay [A] + [B] + [C]		26,515	3,18,181
D] Performance Linked Incentives			
1.	Performance Linked Incentive	2,652	31,818
Total - Performance Linked Incentive [D]		2,652	31,818
Total CTC [A] + [B] + [C] + [D]		29,167	3,49,999

The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

ANNEXURE 1 - B			
Name : Gandhe Amarnath			
Ref	Components	Details	Remarks
A.1	Basic Salary	This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution	Fully Taxable
A.2	Residual Choice Pay	Balance amount of Fixed Pay, if any, will be paid as 'Residual Choice Pay'	Fully Taxable
A.3	Medical Reimbursement	Upto INR 15,000 per annum	Fully Taxable
A.4	Food Coupon	Maximum limit prescribed under this element is INR 31,200/- per annum. (Sodexo or Ticket Restaurant 'Meal Vouchers')	Tax Free
A.5	Gift Coupon	Maximum limit prescribed under this element is INR 5000/- per annum. (Sodexo / Accor / Reliance Retail Coupons)	Tax Free
A.6	Leave Travel Allowance	1. Maximum limit prescribed under this element is upto 2 month's basic salary. 2. Maximum 2 times, in a block of 4 years (e.g. 01.01.2018 - 31.12.2021) 3. Can be carried forward one time for next block.	Tax Exempted
A.7	Company Leased Vehicle Scheme (4)	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. EMI shall be calculated on negotiated interest rates, on monthly reducing balance basis for the period selected as per Policy.	Tax Exempted [upto the value of EMI]
A.8	Company Leased Vehicle Insurance (4)	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Employees would be required to purchase the insurance directly through the third party provider.	Tax Exempted

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

ANNEXURE 1 - B			
Name : Gandhe Amarnath			
Ref	Components	Details	Remarks
A.9	Fuel and Maintenance Reimbursement	Limits for Fuel & Maintenance for Own and Lease Plan Vehicles are as under: Four Wheeler - INR 1,80,000 per annum Two Wheeler - INR 24,000 per annum	Tax Exempted (Taxable perquisite Notional Value)- INR 1800 per month if cubic capacity of engine is less than or equal to 1600 cc)- INR 2400 per month if cubic capacity of engine is more than or equal to 1600 cc)
A.10	House Rent Allowance	1. Mumbai/Kolkata/Delhi/Chennai least of the following : A] Allowance actually received. B] Rent paid in excess of 10% of Basic Salary C] 50% of Basic Salary 2. Any city in India other than the ones mentioned above: Least of the following : A] Allowance actually received B] Rent paid in excess of 10% of Basic Salary C] 40% of Basic Salary	Tax Exempted
A.11	Group Personal Accident Insurance Premium (3)	Mandatory debit of INR 570 per annum. Sum insured is INR 25 Lacs	-
A.12	Group Term Life Insurance Premium (3)	Mandatory Debit of INR 450 per annum Sum insured is INR 10 Lacs.	-

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

ANNEXURE 1 - B			
Name : Gandhe Amarnath			
Ref	Components	Details	Remarks
A.13	Medical Insurance Premium i) Self, Spouse, 3 Dependent Children and Dependent Parents (3)	<p>Leader Family - INR 22,717 per person per annum for self and spouse. INR 11,735 per child per annum.</p> <p>Dependent parents will be covered by a floater Mediclaim Policy of INR 5 Lacs with a premium of INR 20,060 per annum.</p> <p>Manager Family - INR 20,060 per annum for self, spouse, 3 Dependent children (up to 25 years) and Dependent parents. Floater Mediclaim Policy of INR 5 lacs per annum.</p>	-
B.1	PF (Employer contribution)	12% of Basic Salary.	-
B.2	Gratuity/Ex-gratia	4.81% of Basic Salary. This is paid on separation. If separation occurs before 5 years of service, the amount is paid as an ex-gratia and is fully taxable. In case of service more than 5 years an amount equivalent to 15 days Basic Pay (last drawn)x No. of completed years of service is paid on separation. Gratuity is tax-free upto INR 20 Lacs. Any amount paid over and above 20 Lacs is taxable and is paid as an ex-gratia.	-
C.1	Bonus	Payable as per Payment of Bonus Act	-
D.1	Performance Linked Incentive	The Performance Linked Incentive is a 'Deferred incentive' and is based on the Performance Management System of the Company. It is the variable component of the CTC and represents the potential earning to an employee.	Taxable

1. The income tax calculation is provisional and is based on the current Income Tax Rules. Any change in the Rules will impact the Income Tax projections.
2. Fixed Pay elements like Fuel & Maintenance, Medical Reimbursements, LTA are reimbursed based on the actual bills to be submitted and in case the same falls short of the amount chosen, balance will be paid as taxable allowance.
3. The insurance premium and coverage amount is subject to revision based on the company policy
4. The company leased vehicle scheme and insurance are subject to revision based on the company policy.

Annexure I-C

COMPONENTS OF COMPENSATION

The Company follows a Cost to the Company (CTC) structure that reflects the total cost of an employee to the organization and includes all direct & indirect payments including benefits, perquisites, subsidies. It is so designed so as to provide flexibility to the employees in structuring their compensation package. However, the components within each category of payments are discretionary and the company has right to change these components any time without notice.

The main components under Cost to Company Structure are:

I. Fixed Pay

a) Basic Salary :

This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution. (Please refer **Point II Retirals** below.)

b) Fuel & Vehicle Maintenance Reimbursements :

All employees who have opted for a vehicle under company leased vehicle scheme are eligible for Fuel & Vehicle Maintenance Reimbursements. Additionally, employees who wish to use their self-owned vehicles are also eligible for the same. The limit for Fuel & Maintenance Reimbursements is as under:

Four Wheeler - INR 1,80,000 per annum

Two Wheeler - INR 24,000 per annum

Tax exemption will be subject to supporting provided as per limits defined above.

c) Children's Education Allowance (CEA)

To meet the expenses incurred by Employee towards the education expenses of employee's children. Maximum up to INR 100 per child per month subject to a maximum of two children is tax exempt.

d) Children's Hostel Allowance (CHA)

To meet the expenses incurred by Employee towards hostel expenses of Employee's children. Maximum up to INR 300 per child per month subject to a maximum of two children is tax exempt.

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

e) Leave Travel Assistance (LTA)

LTA refers to the reimbursement that the Company provides towards the expenses incurred by employee on vacation travel with their families to any place within India. There are certain qualifying criteria for claiming LTA. These are detailed below:

- Employee must necessarily take 5 days of continuous Privilege Leave
- The family for this purpose includes spouse, unmarried dependent children upto two only, parents and dependent brothers and sisters.
- No advance is given towards LTA. It must be claimed as a reimbursement against actual bills and travel documents.

Entitlement: Employee has to decide on the quantum of LTA (could be upto 2 months' basic salary) that employee would like to avail as a part of his elected pay components. This choice has to be made by employee at the time of joining and subsequently at the beginning of every financial year. A mid-year change on the quantum of LTA is not permissible.

Two journeys, anywhere in India, in a block of four years is tax exempt. The current block is calendar year 2018 - 2021.

f) Medical Reimbursement

The expenses incurred by employee to meet health related expenditure, such as medicines, doctor's fees etc of the employee and his family members will be reimbursed upto a maximum of INR 15,000 per annum against production of bills..

g) Conveyance Allowance

The expenses incurred by an employee for travelling from his residence to the office at the base location. However, this option can be availed only if the employee is not covered under the company car scheme.

h) Sodexo / Accor Food & Gift Coupons

Sodexo / Accor Pass Meal Vouchers are food coupons that can be exchanged for food and beverages at over 11,000 affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash. Similarly, the Sodexo / Accor Pass Gift Vouchers can be used to buy daily necessities at over 6000 affiliated establishments across India.

Meal Vouchers up to INR 31,200 per annum is tax exempt.

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

i) Gift Coupons

Upto INR 5,000 per annum is tax exempt.

j) House Rent Allowance (HRA)

House Rent Allowance is paid in order to meet the expenses incurred on account of rented accommodation.

Quantum of HRA will be decided by employee as a part of Employee Fixed Pay Breakup [50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations].

The amount of HRA exempt from tax will be the least of the following amounts:

1. Actual HRA received (or)
2. Rent paid less 10% of Basic salary (or)
3. 50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations

k) Company Leased Vehicle Scheme

1. All employees in the Manager and Leader Family (excluding Fixed Term Contract employees) are eligible for Company Leased Vehicle Scheme.
2. The vehicle will be registered in the name of the employee. However, the Registration Certificate and Insurance shall bear the hypothecation of the lessor (Leasing Company).
3. In accordance, EMI shall be calculated on negotiated interest rates, on monthly reducing balance basis for the period selected as per Policy.
4. Employee would have an option to buy the vehicle at a pre-determined market residual value of not less than 20% of the original net funded cost and he/she needs to fulfil the requisite formalities.
5. There would be no perquisite applicable for vehicles, under CLV plan.

Comprehensive Insurance coverage

1. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Company has negotiated preferential rates for motor insurance with the third party provider and employees would be required to purchase the insurance directly through the third party provider.
2. This option would be subject to appropriate GST & interest on EMI's.
3. Leasing company has corporate tie up's with some of the Insurance companies and employees can choose from those companies.

[The company leased vehicle scheme and insurance are subject to revision based on the company policy]

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

I) Residual Choice Pay

The balance un-utilized amount under Fixed Pay is paid under this salary head as "Residual Choice Pay" and is subject to tax.

Please note that a declaration has to be made by the employee at the beginning of the financial year or within 7 days of joining the Company regarding the amounts to be claimed under each expense mentioned above. All bills / supporting documents are to be provided at the end of the financial year by 15 January.

m) Insurance - Personal Accident, Medical & Group Term Life Insurance

i) Group Personal Accident Insurance

The Sum insured is INR 25 lacs and the corresponding debit towards premium is INR 570/- p.a. The Insurance premium and coverage amount is subject to revision as per company policy.

Benefit Clauses

1. Death 100% of sum Insured.
2. Permanent Total disablement 100% of Sum Insured as per Insurance policy.
3. Permanent Partial disablement varies from 1% to 75% of sum insured as per insurance policy.
4. Temporal Total disablement 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

ii) Medical Coverage

Leader Family

Self, spouse and 3 dependent children up to 25 years will be covered by Company's Management Medical scheme on actual both for Domiciliary and Hospitalization. The Mandatory Debits are as follows.

Family Definition	Benefits	Mandatory Debit (p.a.)
Self and Spouse	At Actuals	INR 22,717/- per person p.a.
3 dependent Children upto 25 years of age	At Actuals	INR 11,735 /- per child p.a.

Dependent parents of Leaders will be covered by the Floater Mediclaim policy. The total coverage will be INR 5 Lacs irrespective of the number of members covered. Hospitalization room category will be up to a maximum of Deluxe Single room. The mandatory debit will be INR 20,060/- per annum. This scheme does not cover expenditure for spectacles, General Health checkups, external appliances, ayurvedic and Homeopathic treatment.

Reimbursement of Dental treatment is limited to INR 15,000 per family per annum and cosmetic dentistry is not covered by the scheme.

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

Manager Family

You will be covered by the Group Medclaim Policy and will be entitled to reimbursement of hospitalization expenses for self and family as detailed in the table hereunder. The Mandatory debits as below will apply:

Family Definition	Benefits	Mandatory Debit (p.a.)
Self, Spouse and 3 dependent Children (up to 25 years) and dependent parents	Floater Medclaim Policy of INR 5 Lacs	INR 20,060/- per annum per family of max. 7 persons.

Hospital Room Category - Maximum room eligibility of up to Non-Deluxe Single Room
 The Insurance premium and coverage amount is subject to revision as per company policy.

iii) Group Term Life Insurance

You will be insured by Group Term Life Insurance. The Sum insured is INR 10 Lacs and the corresponding debit towards premium is INR 450 p.a.
 The Insurance premium and coverage amount is subject to revision as per company policy.

BENEFIT CLAUSE

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

II.Retirals

a) Provident Fund

Employer contribution to the Provident Fund @ 12% of Basic salary.

The Company deducts 12% of the employee's Basic salary and makes an equal contribution, as per PF rules applicable currently. Both of these are remitted on a monthly basis to the company's PF Trust / RPFC. A part of the company's PF contribution is deposited to the Employees PF Pension Fund / RPFC, to provide employees with pension on retirement or after completing a specified period of service.

The employee is allowed to take loans for specific purpose (i.e. marriage of self & housing) against ones Provident Fund accumulations, as per the provisions of the Provident Fund Act.

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

In case of separation prior to retirement, the employee will get his Provident Fund and Pension Fund accumulations transferred to his next employers. If employee is not taking up further employment, he may claim the PF accumulation after a waiting period of 60 days. In case the employee takes up further employment overseas, the waiting period of 60 days may be waived.

b) Gratuity/Ex-gratia

Employer contribution to the Company's Gratuity Fund @ 4.81% of Basic salary.

All Employees who have completed 5 years of continuous service with the Company are eligible to get gratuity on separation from the company. However, eligibility for contribution to the Gratuity Trust / Fund commences from day 1 of employment and in the event of separation before 5 years, the same will be paid as ex-gratia, except in case of separation arising out of disciplinary grounds.

Gratuity is calculated as under:

Last Drawn Basic Salary / 26 days x 15 days x number of completed years of service.

In the case of death, the minimum service requirement does not apply.

For the purpose of calculating Gratuity, periods of service of 6 months or more will be considered as equivalent to one year and less than 6 months will not be counted. Income Tax on Gratuity will be applicable as per Income Tax Rules.

In the event of an employee does not complete 5 years of continuous service, ex-gratia will be paid to the tune of gratuity accumulated and will be subject to prevailing Income Tax Rules.

III. Performance Linked Incentive (PLI):

PLI is computed on the basis of a combination of individual performance, business / functional performance of the area the employee is assigned to and (or) working for, and company performance.

PLI will be payable provided the employee is on the rolls of the Company & not serving notice period, when the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

PLI will be subject to tax.

Note: All tax exemptions, where applicable, will be as per the prevailing tax rules and laws.

TERMS AND CONDITIONS OF EMPLOYMENT

1. **MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

Your appointment is subject to:

- a. **Medical Fitness:** Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. **Verification of Particulars:** In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. **TRANSFER**

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary/ affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

3. **REPRESENTATIONS AND WARRANTIES:**

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that;

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein;
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions;
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants;
- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.

- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and
- h. The terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and the terms, covenants, and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

4. **DUTIES AND RESPONSIBILITIES:**

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company and its Clients.

You are required to engage yourself exclusively in the work assigned by the company and its client and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by the Client or any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company or its clients. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.

e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the Client, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.

g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company and its clients. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its client or subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning,

Gandhe Amarnath

RJIL/57428981/12314535/190219/1533

Annexure - II

transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or nonpublic communication with any customer, client or member of the investment community or media or in any communication.

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Annexure - II

- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release :** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

5. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.

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Annexure - II

- d. Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
- i) Return to work within 8 days from the commencement of such absence, and
 - ii) Give an explanation to the satisfaction of the Management regarding such absence
- e. Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- h. Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- i. Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or other wise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.
- j. Recovery of Payments:** The payments / reimbursements made by the company to you for relocation shall be recovered by the company, in full from you as per the prevailing rules and guidelines, in the event of separation (excluding death) within 1 year from the date of disbursement of the amount.

6. GENERAL:

- a. Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be

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Annexure - II

borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

- b. Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company and our client publish from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.
- c. Media Interaction:** You will not interact with the media - electronic, print or otherwise in
- i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non public information selectively to any particular group as it may lead to unfair advantage / discrimination.
 - iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
 - v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.

Gandhe Amarnath

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Annexure - II

- f. **Age:**Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:**You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:**You are required to have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Suspension:**You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- j. **Travel:**You shall make your own transport arrangements to and fro from the place of work.
- k. **Documentation:** Please submit the following documents, if not submitted earlier:
- Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
 - Three copies of your recent passport size photographs with blue background.
 - Relieving letter & salary certificate from your last employer in case you are/were employed.
 - Copy of Aadhar Card / Passport / Voter ID / License / any other document for photo identity and PAN card.
 - Copy of any Government Bill / Telephone Bill / Electricity Bill / Gas Bill / Bank Account Statement / Ration Card / Aadhar Card / Passport/ any other document as proof of your residence.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:Gandhe Amarnath

Signature

Date:



715

(21) X 14

Nln Reddy <nlnreddypo@g

Pls. note that following students from your campus have finally got selecte the Assessment held on 08/02/2019

Mon, Feb 11, 2019 :
ouseph.antony@mrfmail.com <ouseph.antony@mrfmail.com>
To: naresh.gundoju@gitam.edu, naresh_tp@gitam.in, nary07@gmail.com, nlnreddypo@gmail.com, placements@andhralayola.org, placements@cmrgroup.org, raghuvaran.u@gmail.com

Pls. note that following students from your campus have finally got selected In the Assessment held on 08/0

The students can prepare for the joining
We will allow them to join only after completing all academic formalities

1	Kothwala Sathish kumar	CBIT,Hyderabad	Slected
2	MEDIPELLY MADHAVARJUN	CMRGI,Hyderabad	Slected
3	K AJAY KUMAR	GITAM, Hyderabad	Slected
4	PEDDINTI PHANINDRA VAMSIDHAR	Loyola,Vijayawada	Slected
5	Anupoju Yuva Krishna	CBIT,Hyderabad	Not Selected
6	GATTU PRADEEP KUMAR	CMRGI,Hyderabad	Not Selected
7	Gudavalli Guna Shekar Goud	CMRGI,Hyderabad	Not Selected
8	K.SURYA	CMRGI,Hyderabad	Not Selected
9	Rufus Benhur	Loyola, Secunderabad	Not Selected
10	Vincent Abraham	Loyola, Secunderabad	Not Selected
11	Paripalli Madhuteja	CBIT,Hyderabad	Not Reported

We will let you know the joining date in due course

For any further clarification, pls. reach out to me.

Regards
Ouseph Antony | Dy.General Manager - HR (S&M)
Land No. + 91 - 44 - 28292777 Extn: 520

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Nln Reddy <nlnreddypo@gmail.com>

Deloitte Tax | CBIT, Hyderabad | Final Offer

Verma, Shreeya (US - Hyderabad) <shrverma@deloitte.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: Diksha Rai <dikshasworld48@gmail.com>

Mon, Sep 3, 2018 at 10:29 AM

Deloitte Tax in India | September 2018

Handwritten signature and the number '14' inside a circle.



List of selected candidates

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Aby
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Dear Reddy Sir,

Thank you for participating in the 2018 Deloitte in India (Offices of the U.S.) Campus Recruitment process.

On behalf of Deloitte in India (Offices of the U.S.), we would like to thank you for all your support and collaboration. We truly value the relationship

278

with your esteemed institution.

As a follow-up to our verbal offers made on campus, we have attached the list of students selected from your institute.

In addition, we are extending offer to the PPI candidate, **Stuthi Nishitha Boda** (mentioned in the list).

Please feel free to write to us if you have any questions.

Best regards,

Campus Team



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Sr. No.	First Name	Last Name	Email ID
1	chandini	M	chandimahankali@gmail.com
2	Divya sri	Siklametla	divyasiklametla852@gmail.com
3	Manisha	Kotwal	kmanisha1416@gmail.com
4	Sharon Esther	Kondigari	sharonesther46@gmail.com
5	STUTHI NISHITHA	BODA	stuthi.nishitha@gmail.com

Sl. No.	Employee Name	Customer ID	Account No.	Telephone No.
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Deloitte

MBA

1	160117672016	Sharon Esther Kondigari	MBA	sharonesther46@gmail.com	8500717050
2	160117672022	Boda Stuthi Nishitha	MBA	stuthi.nishitha@gmail.com	8688399371
3	160117672028	M Yeshaswini Reddy	MBA	yeshaswini1996@yahoo.co.in	9492035418
4	160117672063	Chandini Mahankali	MBA	chandiniMahankali@gmail.com	8121709811
5	160117672066	Siklametla Divya sri	MBA	divyasiklametla852@gmail.com	7989548028
6	160117672069	Sova Jodhani	MBA	sovajodhani1@gmail.com	8977701993
7	160117672074	Kotwal Manisha	MBA	kmanisha1416@gmail.com	9553156653
8	160117672089	Oruganti Balraj Goud	MBA	baluraj184@gmail.com	9182657414
9	160117672098	Sabbella Mahidhar Reddy	MBA	smahidharreddy@gmail.com	9573338799

14



Nln Reddy <nlnreddypo@gmail.com>

Deloitte Tax | CBIT, Hyderabad | Final Offer

Verma, Shreeya (US - Hyderabad) <shrverma@deloitte.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: Diksha Rai <dikshasworld48@gmail.com>

Mon, Sep 3, 2018 at 10:29 AM

Deloitte Tax in India | September 2018

Handwritten signature and the number 14.



List of selected candidates

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with your esteemed institution.

As a follow-up to our verbal offers made on campus, we have attached the list of students selected from your institute.

In addition, we are extending offer to the PPI candidate, **Stuthi Nishitha Boda** (mentioned in the list).

Please feel free to write to us if you have any questions.

Best regards,

Campus Team



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Sr. No.	First Name	Last Name	Email ID
1	chandini	M	chandimahankali@gmail.com
2	Divya sri	Siklametla	divyasiklametla852@gmail.com
3	Manisha	Kotwal	kmanisha1416@gmail.com
4	Sharon Esther	Kondigari	sharonesther46@gmail.com
5	STUTHI NISHITHA	BODA	stuthi.nishitha@gmail.com

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Sl. No.	Employee Name	Customer ID	Account No.	Telephone No.
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5/9/2012

Deloitte

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3	160117672028	M Yeshaswini Reddy	MBA	yeshaswini1996@yahoo.co.in	9492035418
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9	160117672098	Sabbella Mahidhar Reddy	MBA	smahidharreddy@gmail.com	9573338799

14

RE: Recruitment Drive For ICICI Bank

Mon, Mar 11, 2019 at 7:56

Mohit Gupta /HRMG/IBANK/HYD <gupta.mohit@icicibank.com>
 To: Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>
 Cc: "hod_sms@cbit.ac.in" <hod_sms@cbit.ac.in>, Humera Hina Khan <khan96humera@gmail.com>, Munna Shaik <munna.aero@gmail.com>, Nln Reddy <nlnreddypo@gmail.com>, Srishti Chittlangia /HRMG/IBANK/HYD <srishti.chittlangia@icicibank.com>, Anirudh Cherakuwada /HRMG/IBANK/HYD <anirudh.cherakuwada@icicibank.com>

Dear Sharon,

Please find below the list of candidates who have been selected during the recruitment process held on March 8th, 2019. We would get in touch with the candidates regarding their offer letters.

Name	Status
1 J Srinivas Rao	Select
2 M Swapnalatha	Select
3 Asadi Avanthika	Select
4 Divya T	Select
5 Sravana Sunkusala	Select
6 Bandiyala Prasanna	Select
7 M Bhargavi	Select
8 Ranjith Kumar	Select

Regards

Mohit Gupta



[Quoted text hidden]
 [Quoted text hidden]

*Forwarded to principal
 Director SMS
 HOD MBA
 PIA MBA
 Sent by
 @1004*

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Nln Reddy <nlnreddypo@gmail.com>

Deloitte Tax | CBIT, Hyderabad | Final Offer

Verma, Shreeya (US - Hyderabad) <shrverma@deloitte.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: Diksha Rai <dikshasworld48@gmail.com>

Mon, Sep 3, 2018 at 10:29 AM

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Handwritten signature and the number 14.



List of selected candidates

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278

with your esteemed institution.

As a follow-up to our verbal offers made on campus, we have attached the list of students selected from your institute.

In addition, we are extending offer to the PPI candidate, **Stuthi Nishitha Boda** (mentioned in the list).

Please feel free to write to us if you have any questions.

Best regards,

Campus Team



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Sr. No.	First Name	Last Name	Email ID
1	chandini	M	chandinimahankali@gmail.com
2	Divya sri	Siklametla	divyasiklametla852@gmail.com
3	Manisha	Kotwal	kmanisha1416@gmail.com
4	Sharon Esther	Kondigari	sharonesther46@gmail.com
5	STUTHI NISHITHA	BODA	stuthi.nishitha@gmail.com

63
66
74
16
22

Sl. No.	Employee Name	Customer ID	Account No.	Department
1
2
3

Parame b Apr 10
163 450.21
104 450.21
Suby
5/9/2012

Deloitte

MBA

1	160117672016	Sharon Esther Kondigari	MBA	sharonesther46@gmail.com	8500717050
2	160117672022	Boda Stuthi Nishitha	MBA	stuthi.nishitha@gmail.com	8688399371
3	160117672028	M Yeshaswini Reddy	MBA	yeshaswini1996@yahoo.co.in	9492035418
4	160117672063	Chandini Mahankali	MBA	chandiniMahankali@gmail.com	8121709811
5	160117672066	Siklametla Divya sri	MBA	divyasiklametla852@gmail.com	7989548028
6	160117672069	Sova Jodhani	MBA	sovajodhani1@gmail.com	8977701993
7	160117672074	Kotwal Manisha	MBA	kmanisha1416@gmail.com	9553156653
8	160117672089	Oruganti Balraj Goud	MBA	baluraj184@gmail.com	9182657414
9	160117672098	Sabbella Mahidhar Reddy	MBA	smahidharreddy@gmail.com	9573338799

14

RE: Recruitment Drive For ICICI Bank

Mon, Mar 11, 2019 at 7:56

Mohit Gupta /HRMG/IBANK/HYD <gupta.mohit@icicibank.com>
To: Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>
Cc: "hod_sms@cbit.ac.in" <hod_sms@cbit.ac.in>, Humera Hina Khan <khan96humera@gmail.com>, Munna Shaik <munna.aero@gmail.com>, Nln Reddy <nlnreddypo@gmail.com>, Srishti Chittlangia /HRMG/IBANK/HYD <srishti.chittlangia@icicibank.com>, Anirudh Cherakuwada /HRMG/IBANK/HYD <anirudh.cherakuwada@icicibank.co

Dear Sharon,

Please find below the list of candidates who have been selected during the recruitment process held on March 8th, 2019. We would get in touch with the candidates regarding their offer letters.

Name	Status
1 J Srinivas Rao	Select
2 M Swapnalatha	Select
3 Asadi Avanthika	Select
4 Divya T	Select
5 Sravana Sunkusala	Select
6 Bandiyala Prasanna	Select
7 M Bhargavi	Select
8 Ranjith Kumar	Select

Regards

Mohit Gupta



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[Quoted text hidden]

141

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Director SMS
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[Signature]



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21

Nln Reddy <nlnreddypo@gn

Final Selects - Invesco

Fri, Oct 5, 2018 a

Sujatha, Yamini <Yamini.Sujatha@invesco.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: "Peddi, Pradeep Kumar" <PradeepKumar.Peddi@invesco.com>, "Rathod, Hitesha" <Hitesha.Rathod@invesco.com>

Hi Team

Thank you for the support throughout the hiring process .We will be moving forward with an offer for the listed students . Request you to hold them off the campus pool and reserve them for Invesco. They will be receiving the offer for **Trainee – Investment Services** role in next couple of days from Invesco HR .

35	P.Madhuteja
78	Tirumalasetti Nikhila Sai Meghana Naidu

Thanks

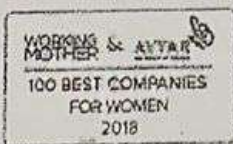
Yamini

Talent Acquisition – Human Resources

Invesco

Phone: 9000019303

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14x

21

Nln Reddy <nlnreddypo@gn

Final Selects - Invesco

Fri, Oct 5, 2018 a

Sujatha, Yamini <Yamini.Sujatha@invesco.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: "Peddi, Pradeep Kumar" <PradeepKumar.Peddi@invesco.com>, "Rathod, Hitesha" <Hitesha.Rathod@invesco.com>

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Thanks

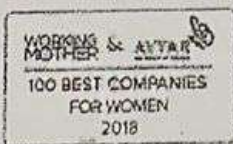
Yamini

Talent Acquisition – Human Resources

Invesco

Phone: 9000019303

Stay connected with Invesco...



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Sent by
Office
6/10/2018

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Gmail - Selected students at CBIT

https://mail.google.com/mail/u/0?ik=1b21ad0cf5&view=pt

M Gmail

Nln Reddy <nlnreddypo@gmail.com>

Selected students at CBIT

Tue, Oct 9, 2018 at 9:52 AM

seal@karvy.com <seal@karvy.com>
To: nlnreddypo@gmail.com

Dear Sir,

Find below the list of students who got selected at your college for the EA profile. We will initiate their process of releasing offer-letter soon.

We request you to confirm on their joining date and final semester exam dates.

Sl. No.	SEAL ID	Role	Gender	Candidate Name	College	Mobile No.	Tentative Joining Date	Final Semester Exams
1	13846	Equity Advisor	Female	Sameena Siraj	Chaitanya Bharathi Institute of Technolgy	7893854311		
2	31114	Equity Advisor	Male	K Raghv Sagar	Chaitanya Bharathi Institute of Technolgy	8142806295		
3	30796	Equity Advisor	Male	K Sai Swarup	Chaitanya Bharathi Institute of Technolgy	9640100266		
4	31137	Equity Advisor	Male	M Vineel Kumar	Chaitanya Bharathi Institute of Technolgy	8121713158		

Thanks & Regards,

Praveen Medala

KARVY STOCK BROKING LTD | Karvy Millennium | Plot No:31 | Financial District | Gachibowli | Hyderabad, TS - 500 032

Tel No.: 91-40-3321 9000 Extn-6133 | Mob : +91 9848950006

From: SEAL
Sent: Tuesday, September 18, 2018 4:06 PM
To: 'Nln Reddy'
Subject: RE: Workshop Schedule- 7 & 8 Sep 2018

Dear Sir,

Thank you for inviting us for placement this year. We are ok with the below mentioned dates.

Kindly share my contact with the student spoc. I will explain him the required arrangement and placement process.

Regards,

Praveen M

9848950006

From: Nln Reddy [mailto:nlnreddypo@gmail.com]
Sent: Monday, September 17, 2018 10:08 AM
To: SEAL
Subject: Re: Workshop Schedule- 7 & 8 Sep 2018

Dear Sir

Cordial Greetings!!!

As discussed we are finalizing the date 29th September 2018 for placement drive in CBIT. Kindly let us know the process of interview to make necessary arrangements.

Forwarded to print

HOD Smb

PCB MBA

Sent by

[Signature]
11/19/2018

248

RE: Recruitment Drive For ICICI Bank

Mon, Mar 11, 2019 at 7:56

Mohit Gupta /HRMG/IBANK/HYD <gupta.mohit@icicibank.com>
 To: Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>
 Cc: "hod_sms@cbit.ac.in" <hod_sms@cbit.ac.in>, Humera Hina Khan <khan96humera@gmail.com>, Munna Shaik <munna.aero@gmail.com>, Nln Reddy <nlnreddypo@gmail.com>, Srishti Chittlangia /HRMG/IBANK/HYD <srishti.chittlangia@icicibank.com>, Anirudh Cherakuwada /HRMG/IBANK/HYD <anirudh.cherakuwada@icicibank.com>

Dear Sharon,

Please find below the list of candidates who have been selected during the recruitment process held on March 8th, 2019. We would get in touch with the candidates regarding their offer letters.

Name	Status
1 J Srinivas Rao	Select
2 M Swapnalatha	Select
3 Asadi Avanthika	Select
4 Divya T	Select
5 Sravana Sunkusala	Select
6 Bandiyala Prasanna	Select
7 M Bhargavi	Select
8 Ranjith Kumar	Select

Regards

Mohit Gupta



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 [Quoted text hidden]

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 Director SMS
 HOD MBA
 PIA MBA
 Sent by
 @104

141

(Handwritten signatures and scribbles)

RE: Recruitment Drive For ICICI Bank

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 To: Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>
 Cc: "hod_sms@cbit.ac.in" <hod_sms@cbit.ac.in>, Humera Hina Khan <khan96humera@gmail.com>, Munna Shaik <munna.aero@gmail.com>, Nln Reddy <nlnreddypo@gmail.com>, Srishti Chittlangia /HRMG/IBANK/HYD <srishti.chittlangia@icicibank.com>, Anirudh Cherakuwada /HRMG/IBANK/HYD <anirudh.cherakuwada@icicibank.com>

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4	Divya T	Select
5	Sravana Sunkusala	Select
6	Bandiyala Prasanna	Select
7	M Bhargavi	Select
8	Ranjith Kumar	Select

Regards

Mohit Gupta



[Quoted text hidden]
 [Quoted text hidden]

*Forwarded to friend
 Director SMS
 HOD MBA
 PIA MBA
 Sent by
 @104*

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Gmail - Selected Candidates-S&P Global.

https://mail.google.com/mail/u/0?ik=1b21ad0cf5d

M Gmail

Nln Reddy <nlnreddypo@gmail.com>

14 + 21

Selected Candidates-S&P Global.

Tue, Oct 16, 2018 at

Yerram Reddy, Sangeetha <syerramreddy@spglobal.com>
To: "nlnreddypo@gmail.com" <nlnreddypo@gmail.com>
Cc: "sharonesther46@gmail.com" <sharonesther46@gmail.com>

Hi Sharon,

Thanks Shantan for sending candidates for ICBM pool campus drive.

Below are the list of candidates have selected for Data Researcher I roles in S&P Global. Please communicate with all the candidates don't allow them to other companies.

S.No	Name
1	N.Chandrakanth Goud ✓
2	Kamuni.Sai Chaitanya ✓
3	Gowdavally Rohan
4	Macherla.Vineel Kumar ✓
5	Koka.Sai Swarup ✓
6	Anjali Ajay ✓

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48
57
49
5

CBIT
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CBIT
CBIT
CBIT

For Remaining shortlisted candidates we will conduct the interviews by next week.

Thanks for your support.

Regards,

Sangeetha Yerramreddy
Analyst Talent Acquisition (COE)
Land#: 040 - 44668866 Ext#: 2112

5 people got selected as of now
& interviews ^{dates} for other candidates
will be communicated

Forwarded to P
Director S&P
HOD SMS

via M&A
Sent by
16/

From: Yerram Reddy, Sangeetha
Sent: Tuesday, October 09, 2018 4:21 PM
To: 'sharonesther46@gmail.com'
Subject: FW: Pool Campus Drive- ICBM (2019 Batch students) -S&P Global

242

RE: Recruitment Drive For ICICI Bank

Mon, Mar 11, 2019 at 7:56

Mohit Gupta /HRMG/IBANK/HYD <gupta.mohit@icicibank.com>
 To: Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>
 Cc: "hod_sms@cbit.ac.in" <hod_sms@cbit.ac.in>, Humera Hina Khan <khan96humera@gmail.com>, Munna Shaik <munna.aero@gmail.com>, Nln Reddy <nlnreddypo@gmail.com>, Srishti Chittlangia /HRMG/IBANK/HYD <srishti.chittlangia@icicibank.com>, Anirudh Cherakuwada /HRMG/IBANK/HYD <anirudh.cherakuwada@icicibank.com>

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5	Sravana Sunkusala	Select
6	Bandiyala Prasanna	Select
7	M Bhargavi	Select
8	Ranjith Kumar	Select

Regards

Mohit Gupta



[Quoted text hidden]
 [Quoted text hidden]

*Forwarded to friend
 Director SMS
 HOD MBA
 PIC MBA
 Sent by
 @1004*

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Candidate Name:- Ms. LAVANYA TADEPALLI Institute Name:- CBIT

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for

◆ Kotak Life

Your remuneration per annum is Rs.3,50,000 CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for

C.R.Vimlesh (c.vimlesh@kotak.com)	Kotak Life
Sarthak Pattanayak (sarthak.pattanayak@kotak.com)	Kotak Life

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group

Vimlesh

Signature of the candidate

Lavanya

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: L46030MH2000PLC128503

Registered Office:

2nd floor,
Flat # C-12,
G-Block, BKC, Bandra (E),
Mumbai - 400 051

Corporate Office:

7th Floor, Kotak Central, Bldg. No. 21,
Indray Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India

T +91 22 66257777
F +91 22 67425049 / 50
http://www.kotak.com

Koi hai... hamesha

422

Dr. N L N RADDY
Director - CDC
CBIT, Gandipet, Hyd.
Cell: 9849466587
E-mail: placements@cbit.c



Nln Reddy <nlnreddypo@gmail.com>

Deloitte Tax | CBIT, Hyderabad | Final Offer

Verma, Shreeya (US - Hyderabad) <shrverma@deloitte.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: Diksha Rai <dikshasworld48@gmail.com>

Mon, Sep 3, 2018 at 10:29 AM

Deloitte Tax in India | September 2018

Handwritten signature and the number 14.



List of selected candidates

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Dear Reddy Sir,

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278

with your esteemed institution.

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Best regards,

Campus Team



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4	Sharon Esther	Kondigari	sharonesther46@gmail.com
5	STUTHI NISHITHA	BODA	stuthi.nishitha@gmail.com

Name	Customer ID	Account No.	Registration Office
			100
			100

Permanence b April 10
163 450 21
104 450 21
Suby
5/9/2012

Deloitte

MBA

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3	160117672028	M Yeshaswini Reddy	MBA	yeshaswini1996@yahoo.co.in	9492035418
4	160117672063	Chandini Mahankali	MBA	chandiniMahankali@gmail.com	8121709811
5	160117672066	Siklametla Divya sri	MBA	divyasiklametla852@gmail.com	7989548028
6	160117672069	Sova Jodhani	MBA	sovajodhani1@gmail.com	8977701993
7	160117672074	Kotwal Manisha	MBA	kmanisha1416@gmail.com	9553156653
8	160117672089	Oruganti Balraj Goud	MBA	baluraj184@gmail.com	9182657414
9	160117672098	Sabbella Mahidhar Reddy	MBA	smahidharreddy@gmail.com	9573338799

14



Nln Reddy <nlnreddypo@gmail.com>

Deloitte Tax | CBIT, Hyderabad | Final Offer

Verma, Shreeya (US - Hyderabad) <shrverma@deloitte.com>
To: Nln Reddy <nlnreddypo@gmail.com>
Cc: Diksha Rai <dikshasworld48@gmail.com>

Mon, Sep 3, 2018 at 10:29 AM

Deloitte Tax in India | September 2018

Handwritten signature and the number '14' inside a circle.



List of selected candidates

Forwarded to Pn
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Sent by
Aay
4/9/20

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Campus Team



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Sr. No.	First Name	Last Name	Email ID
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Sl. No.	Employee Name	Customer ID	Account No.	Department
1
2
3

Parame b Apr 10
163 450.21
104 450.21
Suby
5/9/2012

Deloitte

MBA

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3	160117672028	M Yeshaswini Reddy	MBA	yeshaswini1996@yahoo.co.in	9492035418
4	160117672063	Chandini Mahankali	MBA	chandiniMahankali@gmail.com	8121709811
5	160117672066	Siklametla Divya sri	MBA	divyasiklametla852@gmail.com	7989548028
6	160117672069	Sova Jodhani	MBA	sovajodhani1@gmail.com	8977701993
7	160117672074	Kotwal Manisha	MBA	kmanisha1416@gmail.com	9553156653
8	160117672089	Oruganti Balraj Goud	MBA	baluraj184@gmail.com	9182657414
9	160117672098	Sabbella Mahidhar Reddy	MBA	smahidharreddy@gmail.com	9573338799

14

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Mon, Mar 11, 2019 at 7:56

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6 Bandiyala Prasanna	Select
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8 Ranjith Kumar	Select

Regards

Mohit Gupta



[Quoted text hidden]
 [Quoted text hidden]

*Forwarded to principal
 Director SMS
 HOD MBA
 PIA MBA
 Sent by
 @1004*

141

12, 73, 87

Gmail

(14) + (21)

Nln Reddy <nlnreddypo@gmail

CBIT Campus Report 2019

Tue, Feb 5, 2019 at 5:

Dilip Pradhan <dilip.pradhan8@gmail.com>
To: nlnreddypo@gmail.com
Cc: khan96humera@gmail.com

N



Dear Ms. Humera Khan

Please find the below list of selected candidates from CBIT Business School.
We have also put few of them on hold.
Please ask the students to fill the attached form and send it back to us latest by 7-Feb-2019.

The College can send them for all .

Thanks & Regards
Cogniz Capital Pvt. Ltd.
Dilip Pradhan
VP - Finance

2 attachments

-  HR Job Comptability (2).docx
16K
-  CBIT Campus Report 2019.xlsx
11K

forwarded to President
Director IMS
Ajeet MBA
Raj MBA
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195