

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. 626 to 850

S. No.	Name of the student placed	Program graduated from
626	Bhanu Teja	BE_EEE
627	Kaushik	BE_EEE
628	Sai Surya	BE_EEE
629	SAI VAMSHI AKULA	BE_EEE
630	Anukriti Singh	BE_EEE
631	BHAGYA SRI GOTTIMUKKULA	BE_EEE
632	GHANATHA BOLUGAM	BE_EEE
633	HARITHA RACHURI	BE_EEE
634	KALPANA VALLAPUREDDY	BE_EEE
635	MANASA VUGGE	BE_EEE
636	NITHYA REDDY KATEPALLY	BE_EEE
637	PRANATHI REDDY MULA	BE_EEE
638	SAHITYA SATRASALA	BE_EEE
639	SHIVAPRIYA CHADA	BE_EEE
640	Soujanya Upre	BE_EEE
641	SPOORTHY MUDDASANI	BE_EEE
642	SRINIJA REDDY KAMATHAM	BE_EEE
643	VAISHNAVI AVADHANAM	BE_EEE
644	BADH E V AISHNAVI	BE_EEE
645	VAISHNAVI GULLIPALLI	BE_EEE
646	ADITYA NAVUDURI	BE_EEE
647	AKASH GUNTI	BE_EEE
648	GIRISH PAGADALA	BE_EEE
649	HARI CHARAN REDDY	BE_EEE
650	MADIBONI MANIKANTH	BE_EEE
651	MOHAMMAD SALMAN	BE_EEE
652	MOHD ZOHEB SHAHZAN	BE_EEE
653	NITHIN REDDY ADLA	BE_EEE
654	PANIKESWAR REDDY	BE_EEE
655	PRITHVEESH LINGALA	BE_EEE

656	PRUTHVI CHANDRA SINGASANI	BE_EEE
657	Thandu Rahul	BE_EEE
658	Revanth Varma	BE_EEE
659	PATTI SAHRUDAY REDDY	BE_EEE
660	SAI CHARAN POBBATI	BE_EEE
661	Sai Charan Reddy Myla	BE_EEE
662	SAI KRISHNA VARAKALA	BE_EEE
663	YOUSUF SHAIK	BE_EEE
664	SHARATH CHANDRA REDDY VUDEM	BE_EEE
665	SHASHIDHAR MAMIDIPELLI	BE_EEE
666	TARUN SAI POTLURI	BE_EEE
667	M VAMSHI KRISHNA REDDY	BE_EEE
668	VIJAY VENKAT AACHI	BE_EEE
669	NADIKUDA VIKAS KIRAN	BE_EEE
670	VISHNU PASULA	BE_EEE
671	AYESHA FARHEEN MOHAMMAD	BE_EEE
672	JULURI Ravikiran	BE_EEE
673	PRASHANTH GADAPAKA	BE_EEE
674	BADE NITHIN	BE_EEE
675	A SUMEGHA REDDY	BE_EEE
676	GAJJALA SWAPNA	BE_EEE
677	Bhagyasri Ravva	BE_EEE
678	Deepika Nadakuditi	BE_EEE
679	Divya Sai Nemmani	BE_EEE
680	Jahnavi Thotakura	BE_EEE
681	Jai Anusha Duggirala	BE_EEE
682	Poojitha Vinjamur	BE_EEE
683	Prathyusha Musthyala	BE_EEE
684	Rashmi Kapoor	BE_EEE
685	Sai Alekhya Datla	BE_EEE
686	Sankeerthana Jangam	BE_EEE
687	Shravani Bandikatla	BE_EEE
688	Sirisha Kethavath	BE_EEE
689	Vaishnavi Goshika	BE_EEE
690	Vaishshnavi Voddnaalaa	BE_EEE
691	Zareefa Nousheen	BE_EEE
692	Jay Panara	BE_EEE
693	Joel Vinod Singavarapu	BE_EEE
694	Madhu Amaraboina	BE_EEE
695	Me.Javeed Meandad	BE_EEE
696	Imran Mohammed	BE_EEE
697	Narasimha reddy Gayam	BE_EEE
698	Premasagar Cheviti	BE_EEE
699	Rahul Gudipudi	BE_EEE
700	Sreekara Sarma Gotluru	BE_EEE
701	Sai kiran Gade	BE_EEE
702	Sai Teja Medepalli	BE_EEE

703	Sai vivek reddy Yedulla	BE_EEE
704	Savith Kumar Rayakanti	BE_EEE
705	Soumic Sai Chintamaneni	BE_EEE
706	Srikesh Pulluri	BE_EEE
707	Srinagh dhanunjai Chalasani	BE_EEE
708	Divya Neelganti	BE_EEE
709	Arun Kumar Godugu	BE_EEE
710	Manikanta Veerla	BE_EEE
711	Soumya Dudka	BE_EEE
712	Chandana Valaboju	BE_EEE
713	Supriya Chintala	BE_EEE
714	Sagarika Amudala	BE_EEE
715	Amena Nousheen	BE_EEE
716	sirisha Dhanavath	BE_EEE
717	Anil Triputi	BE_EEE
718	J Suman	BE_EEE
719	Sharath chandra P	BE_EEE
720	saikrishna sindiri	BE_EEE
721	k Mahendra	BE_EEE
722	Duddyala Varun Raj	PG-PS & PE
723	Dasyam Sushma	PG-PS & PE
724	Heena Nikhath	PG-PS & PE
725	P Vinayamathew	PG-PS & PE
726	Divyanshi Dwivedi	PG-PS & PE
727	P Vlnay Mathew	PG-PS & PE
728	Sandaru Venkat Aditya	MCA
729	MD.Mustak Ahmed	MCA
730	Marri Akhila	MCA
731	G.Anusha	MCA
732	Anushree Ghoshal	MCA
733	Gautham Reddy.C	MCA
734	Desai Naveena	MCA
735	Nihal Singh	MCA
736	Praveen Jha	MCA
737	P THARUN	MCA
738	Vikas Babu J	MCA
739	Manisha Bala Joseph G	MCA
740	Panuganti Vara Lakshmi	MCA
741	Thimmapuram Rama	MCA
742	T Revathy	MCA
743	Y.Praveena	MCA
744	Penta Prashanth	MCA
745	Sri Chakra S	MCA
746	Raja Kumari	MCA
747	Mallareddygari Sneha	MCA
748	Gurram Hima Varshini	MCA
749	Bukhya Ganga Nayak	MCA

750	BHOJI REDDY MACHANAGARI	MCA
751	Nikhilesh Siripuram	MCA
752	S. Ankita Bhardwaj	B.E(Mechanical)
753	Bindu Reddy Putchakayala	B.E(Mechanical)
754	Manogjna Chitta	B.E(Mechanical)
755	Mounika Saagi	B.E(Mechanical)
756	Navya Gunti	B.E(Mechanical)
757	Nikhitha Mahendrakar	B.E(Mechanical)
758	Ramani Donkanti	B.E(Mechanical)
759	Sravika Rakonda	B.E(Mechanical)
760	Gaddam Suma	B.E(Mechanical)
761	Mantena Sushmita	B.E(Mechanical)
762	Abhinay Lingam	B.E(Mechanical)
763	Akhil Katpally	B.E(Mechanical)
764	Akhil Kandaloju	B.E(Mechanical)
765	Akhsay Kumar Vuppala	B.E(Mechanical)
766	Chanakya Nellutla	B.E(Mechanical)
767	Damodar Reddy Kadipikonda	B.E(Mechanical)
768	Muthyala Dinesh Sagar	B.E(Mechanical)
769	Eshwar Venkatsai Solleti	B.E(Mechanical)
770	Mohammad Sameer	B.E(Mechanical)
771	Nikhil Bollimuntha	B.E(Mechanical)
772	Nishant Varma	B.E(Mechanical)
773	Puneet Reddy	B.E(Mechanical)
774	Narendula Sai Teja	B.E(Mechanical)
775	Vimmigari Sanjay Kumar	B.E(Mechanical)
776	Sarvesh Malpani	B.E(Mechanical)
777	Shreyas Ravish Amin	B.E(Mechanical)
778	Peddi Reddy Sri Charan	B.E(Mechanical)
779	Srinivas N V S L	B.E(Mechanical)
780	Yashwanth Reddy Addula	B.E(Mechanical)
781	Garlapati Naga Phani Ra	B.E(Mechanical)
782	Allu Venkat Sai Kumar	B.E(Mechanical)
783	Ganasari Manikanta	B.E(Mechanical)
784	Naveen Pulla	B.E(Mechanical)
785	Amruthavarshini Bipeta	B.E(Mechanical)
786	Chandini Allada	B.E(Mechanical)
787	Keerthi Shravani N	B.E(Mechanical)
788	Gaine Manasa	B.E(Mechanical)
789	Meera Prassanna Ayyagari	B.E(Mechanical)
790	Navya Chirutha	B.E(Mechanical)
791	Rasgna Kondi	B.E(Mechanical)
792	Shayista Faraaz	B.E(Mechanical)
793	Srestha Mahankali	B.E(Mechanical)
794	Akhil Arasada	B.E(Mechanical)
795	Sathola Anand	B.E(Mechanical)
796	Bezawada chiranjeevi	B.E(Mechanical)

797	Gelli Harshdeep	B.E(Mechanical)
798	HARSHITH BH	B.E(Mechanical)
799	Jayant Kushwaha	B.E(Mechanical)
800	Krishna Kaundinya Desaraju	B.E(Mechanical)
801	Krishna sai Vadapally	B.E(Mechanical)
802	Mahesh Nyalam	B.E(Mechanical)
803	Navneet Devda	B.E(Mechanical)
804	Nihal Kasam	B.E(Mechanical)
805	Ravi kiran Padakandla	B.E(Mechanical)
806	D Sai Phaneendra Reddy	B.E(Mechanical)
807	Santosh Ajay Teja Kesani	B.E(Mechanical)
808	SREE RAMA MURTHY SURAPUREDDY	B.E(Mechanical)
809	Kaushik Mushty	B.E(Mechanical)
810	Tejasai Naredla	B.E(Mechanical)
811	Boppana Venkata Sai kiran	B.E(Mechanical)
812	Venkat Sai shasehndra Yammanaru	B.E(Mechanical)
813	Venkat Swami Naidu	B.E(Mechanical)
814	Manjusha Indukuri	Prod
815	Venkata sai Bhavana Yarrapragada	Prod
816	Sunayana Patur	Prod
817	Supriya Ponna	Prod
818	T JAGADISWAR REDDY	Prod
819	Mallikarjunreddy Itha	Prod
820	Mitesh Loya	Prod
821	Nikunj Sarda	Prod
822	Prashanth Errolla	Prod
823	Rahul Gupta	Prod
824	Varun Reddy	Prod
825	Rishikesh Reddy	Mech
826	RUSHYANTH TIRUNAGARI	Mech
827	Vyshnavi Koleti	Prod
828	Chandan Khanna	Prod
829	Rahul Raparthy	Prod
830	Sai teja Vandhanapu	Prod
831	Mohammed Aqib Zeeshan	Prod
832	Anvith Godavarthi	Prod
833	Pavan Tarun	Prod
834	Rahulchowdary Konakanchi	Prod
835	Rishi Teja Madduri	Mech
836	Venkata Sai Saradhi M	Mech-1
837	Lunavath Divya	Mech-1
838	Kalluri Manrohith Prasad	ME Thermal
839	Ankur Shukla	ME Thermal
840	A ABHINAV KUMAR REDDY	ME Thermal
841	SREEKANTH MANNEPALLI	ME Thermal
842	Ch. Nitin	ME CAD/CAM
843	N. Sandeep	ME CAD/CAM

844	K. Ashok	ME CAD/CAM
845	Sadia Alvi	ME CAD/CAM
846	D. Naresh Kumar	ME CAD/CAM
847	SK. Meerja Kasim	ME CAD/CAM
848	N.Umesh Kumar	B.E(Mechanical)
849	Praveen Gitta	B.E(Mechanical)
850	Kalla Sravani	B.E(Mechanical)



OFFER CUM APPOINTMENT LETTER

Bhanu Gunda
Survey no 141,SCB 8-2-254,lothkunta, Oppositetoplot no 33,sv colony, LOUTHKUNTA,alwal
Hyderabad
500015
IND

Dear Bhanu,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **ERC Sr. Associate** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **01-Jul-2020**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **ERC Sr. Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

Ref No.: PopcornApps/HR/RE-0103-42/ PCA9000257

Date: 7th July 2020

Mr. Kaushik Yeleswarapu


H: No: 6-3-856, Sri Chakra Residency,
Saadat Manzil Colony, Ameerpet,
Hyderabad – 500016.

Experience Letter

This is to certify that you were an employee with PopcornApps Software Pvt. Ltd. from 23rd October 2019 to 10th July 2020. Your designation when you left the company was "Salesforce Developer - Trainee".

Best Regards,

For PopcornApps Software Private Limited.


28/09/20

Authorized Signatory




28/09/20

51	160115736004	Manogjna Manogjna Chitta	Mech-1	manogjna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurram	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjloelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
69	160115737016	Madhuri Kurri	IT -1	madurikurri@gmail.com	9100622373	
70	160115737026	Satvika Yenigalla	IT -1	satvikay@gmail.com	9490547448	

71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
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71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurrala	ECE-3	shivashanthgurrala@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

57
40
4
18
7
9

04-Dec-2018

Dear Bhagya Sri Gottimukkula,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485434

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:	Bhagya Sri Gottimukkula	Designation:	Programmer Analyst Trainee
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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.

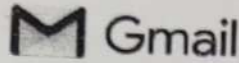
**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

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



Handwritten marks: a circle containing '140' and another circle containing 'N. Reddy'.

Nln Reddy <nlnreddypo@gmail.com>

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

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

Fri, Dec 14, 2018 at 7:

Dear Nln Reddy,

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

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

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

Handwritten notes next to the table:
1. ECE-2 - unplaced
2. EEE-2 - unplaced
3. ECE-3 - unplaced
4. ECE-2 - placed
5. EEE-1 - unplaced
6. EEE-1 - unplaced

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

Cheers,

Charles Diwakara

Campus Hiring Team - HR




"Let your light shine".

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

216

Forwarded to friends,
All HOD's &
All AEs on
Sent By
@Voc
14/12/2018.

 Gmail

14

Nln Reddy <nlnreddypo@gm

Informal No objection statement.

Praveka Surapaneni <praveka@gmail.com>
To: ankithaias@gmail.com, Nln Reddy <nlnreddypo@gmail.com>

Thu, Dec 20, 2018 at

Greetings,

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

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

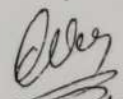
However, it would take a day or to for the NOC to be submitted.


We would appreciate your patience.

Thank You.

Forwarded to Prof
HOD ECE
Aie ECE

Sent by


20/12/2018


20/12/2018

04-Dec-2018

Dear Haritha Rachuri,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485543

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: Haritha Rachuri	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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	Gratuity		5,005
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- 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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- 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

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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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*** **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.**

03.07.2019

KALPANA VALLAPUREDDY

Sub : Addendum to your offer letter and terms of employment

Dear **KALPANA**,

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

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

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

This is an electronically generated document does not require signatures



Wells Fargo EGS (India) Private Limited (formerly known as Wells Fargo India Solutions Private Limited)

Wells Fargo Centre
Embassy Tech Village
Deverabeesanahalli, Outer Ring Road
Varthur Hobli, Bengaluru, India 560103
wellsfargo.com

OFFER OF EMPLOYMENT

Dear

Manasa Vugge

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 8:30 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

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-2017. 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 India Solutions Private Limited



Chandrasekhar Narayana Bhatta
Authorized Signatory

Agreed to and accepted by:

Name and Signature/Date



Strictly Private and Confidential

14-Feb-2019

SPOORTHY MUDDASANI

**H.NO 1-84, GOPALPUR VILLAGE, SHANIGARAM POST, KAMALAPUR MANDAL, WARANGAL URBAN DISTRICT
9866768464**

Dear SPOORTHY,

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

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

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

(C) Joining and Additional Bonus

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

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

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19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
20	160115732060	Bukka Vivek	Civil	bukka738@gmail.com	9603551935
21	160115732099	Prashanth Rontala	Civil-2	thedarKnight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A. Chinnaraja	Civil-2	chinna19051997@gmail.com	9515542803
23	160115733002	Asra naseem	CSE-1	asranaseem98@gmail.com	7893943284
24	160115733018	Srichandana Katnapalli	CSE-1	chandusri84@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

145	160115734048	Yousuf Shaik	EEE-1	yousuf122786@gmail.com	9603603692	65
146	160115734014	Shivepriya Chada	EEE-1	Chadashivapriya11@gmail.com	9505461356	62
147	160115734047	Sai Krishna Varakala	EEE-1	varakalasaikrishna@gmail.com	8501950121	84
148	160115734044	SAHRUDAY PATTI	EEE-1	sahruday.reddy143@gmail.com	8340823851	81
149	160115734009	Manasa Vugge	EEE-1	manasavugge426@gmail.com	9951599951	58
150	160115734022	Vaishnavi Avadhanam	EEE-1	vaishnaviavadhanam@gmail.com	8374484999	65
151	160115734024	Vaishnavi Gullipalli	EEE-1	vaishnavig1997@gmail.com	8142447279	67
152	160115734033	Madiboni Manikanth	EEE-1	Jpmadi39@gmail.com	8333978461	72
153	160115734046	SAI CHARAN MYLA	EEE-1	saicharan4119@gmail.com	7036929630	83
154	160115734062	Bhagyasri Rawa	EEE-2	r.bhagyasri1997@gmail.com	7702722748	8
155	160115734070	Prathyusha Musthyala	EEE-2	ermbalu@gmail.com	9701710044	14
156	160115734071	Rashmi Kapoor	EEE-2	rashmikapoor1999@gmail.com	9676158065	15
157	160115734107	Savith Kumar Rayakanti	EEE-2	savith6288@gmail.com	9133439813	33
158	160115734305	Ayesha Farheen Mohammad	EEE-1	ayeshafarheen4242@gmail.com	8341551818	3
159	160115734320	Valaboju Chandana	EEE-2	vchandanaa@gmail.com	7386912912	41
160	160115734037	Panikeswar Reddy	EEE-1	panikeswar007@gmail.com	8125297226	76
161	160115734028	Girish Pagadala	EEE-1	girishpagadala29@gmail.com	9959919342	70
162	160115734036	Nithin Adla	EEE-1	nithinreddy1998@gmail.com	8886577447	75
163	160115734013	SAHITYA SATRASALA	EEE-1	sahitya.satrasala3@gmail.com	8886788135	61
164	160115734108	Soumic Sai Chintamaneni	EEE-2	csoumic sai@gmail.com	8897620048	34
165	160115734111	Snikesh Pulluri	EEE-2	snikeshpulluri11@gmail.com	7396527735	35
166	160115734120	Divya Neelganti	EEE-2	divdaangel@gmail.com	9703019055	37
167	160115734059	Vikas Nadikuda	EEE-1	vikasnadikuda@gmail.com	9063601997	91
168	160115734050	Sharath Chandra Reddy Vudem	EEE-1	vudemsharathchandrareddy117@gmail.com	9912935997	86
169	160115734040	Pruthvichandra Singasani	EEE-1	pruthvichandra369@gmail.com	9494260989	78
170	160115734112	Srinagh Chalasani	EEE-2	srinaghchalasani1@gmail.com	7097572723	36
171	160115734087	Jay Panara	EEE-2	jay.panara@gmail.com	9959590038	22
172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
173	160115734089	Madhu Amaraboina	EEE-2	madhuamarboina@gmail.com	9640738056	24
174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
175	160115734075	Sankeerthana Jangam	EEE-2	sankeerthanajangam25@gmail.com	9494662558	17
176	160115737009	Brahmani Thota	IT-1	thotasadhvika@gmail.com	8096190304	
177	160115737001	Abhishiktha Kommarthi	IT-1	abhishiktha19@gmail.com	8143167771	
178	160115737007	Ashritha Polineni	IT-1	ashrithapolineni@gmail.com	7095608579	
179	160115737052	SHAIK MATHEEN	IT-1	abdulmatheen11@gmail.com	7893979092	
180	160115737033	Aditya Kanite	IT-1	adityakanite@gmail.com	8121036396	
181	160115737104	Ritesh Nela Kosigi	IT-2	nk.ritesh4@gmail.com	7793902220	
182	160115737075	Shaik Kareema	IT-2	kareemashaik98@gmail.com	9676493784	

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Dear Shivapriya Chada ,

Candidate ID: 12485509

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, KITS Campus (CKC) , Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Sholinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119, India

Date Of Joining : 29 Oct 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 (**BD8C9C4C8D213BBE**) 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

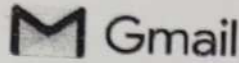
1. Latest Degree - All Semester-wise marksheet or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

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 marksheet 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 marksheet 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



Handwritten marks: a circle with '140' and another circle with 'N. Reddy'.

Nln Reddy <nlnreddypo@gmail.com>

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

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

Fri, Dec 14, 2018 at 7:

Dear Nln Reddy,

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

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

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

Handwritten notes next to the table:
1. ECE-2 - unplaced
2. EEE-2 - unplaced
3. ECE-3 - unplaced
4. ECE-2 - placed
5. EEE-1 - unplaced
6. EEE-1 - unplaced

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

Cheers,

Charles Diwakara

Campus Hiring Team - HR




"Let your light shine".

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

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Handwritten notes at the bottom right:
forward to friends,
All HOD's &
All AEs on
Sent By
@Voc
14/12/2018.

 Gmail

14

Nln Reddy <nlnreddypo@gm

Informal No objection statement.

Praveka Surapaneni <praveka@gmail.com>
To: ankithaias@gmail.com, Nln Reddy <nlnreddypo@gmail.com>

Thu, Dec 20, 2018 at

Greetings,

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

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

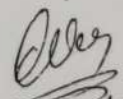
However, it would take a day or to for the NOC to be submitted.


We would appreciate your patience.

Thank You.

Forwarded to Prof
HOD ECE
Aie ECE

Sent by


20/12/2018


20/12/2018

51	160115736004	Manogjna Manogjna Chitta	Mech-1	manogjna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurram	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
69	160115737016	Madhuri Kurri	IT -1	madurikurri@gmail.com	9100622373	
70	160115737026	Satvika Yenigalla	IT -1	satvikay@gmail.com	9490547448	

71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurralla	ECE-3	shivashanthgurralla@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

57
40
4
18
7
9

108	160115734087	Jay Panara	EEE	jay.panara@gmail.com	+91 9959590038	22
109	160115734050	Sharath Chandra Reddy Vudem	EEE	vudemsharathchandrareddy117@gmail.com	+91 9912935997	86
110	160115734030	Veerannagari Hari Charan Reddy	EEE	v.haricharanreddy1997@gmail.com	+91 9666585625	71
111	160115734060	Vishnu Pasula	EEE	vishnupasula2@gmail.com	+91 9505951721	1
112	160115734089	Madhu Amaraboina	EEE	madhuamaraboina@gmail.com	+91 9640738056	24
113	160115734033	M.Manikanth	EEE	jpmedi39@gmail.com	+91 8333978461	72



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5	160115732084	Akhil Konegari	Civil	akhilodian@gmail.com	9959621296
6	160115732095	Mahesh Kolishetty	Civil	kolishettymahesh@gmail.com	9177818818
7	160115733155	Faraaz Ahmed	CSE	faraazahmed000@gmail.com	6301870006
8	160115733092	Manish Kumar Sadhu	CSE	sadhumanishkumar@gmail.com	9492807348
9	160115733070	Jyothi Thota	CSE	thotajyothi1697@gmail.com	6302700940
10	160115733023	Aravind Babu Somarapu	CSE	somarapuaravind@gmail.com	7306832596
11	160115733109	Sairaja Yadugiri	CSE	sairajay39@gmail.com	9553306735
12	160115733150	Aashish Reddy Vundhyala	CSE	aaashishreddy5555@gmail.com	9441656695
13	160115733076	Sravya Butharaju	CSE	sravvabutharaju123@gmail.com	9154363490
14	160115733008	Pallavi Byagari	CSE	bpallavi46@gmail.com	7680907146
15	160115733099	Praneeth Kumar Sajulu	CSE	spraneethkumar97@gmail.com	9848167510
16	160115733144	Hajirah Tabassum Shaik	CSE	hajirahatabassum@gmail.com	7674959792
17	160115733002	Asra Naseem	CSE	asranaseem98@gmail.com	7893943284
18	160115733040	Pavan Sai Ganji	CSE	pavansai57@gmail.com	9703163272
19	160115733042	Raghavendra Rao Koitha	CSE	raghavendrarakoitha@gmail.com	9063552359
20	160115733169	Sandeep Kumar Nallala	CSE	sandymis1996@gmail.com	7396657797
21	160115733059	Venkata Srivatsa Grandhi	CSE	srivatsa28@gmail.com	9177830941
22	160115733177	Uma Maheshwara Swamy Desine	CSE	dmahesh1598@gmail.com	9666642416
23	160115733077	Arabati Tejaswi Roopini	CSE	tejaswiroopi28@gmail.com	8790410462
24	160115733121	Alekya Gujjala	CSE	alekya1209@gmail.com	8790419100
25	160115733082	Abrrar Athar Hashmi	CSE	hashmiabrar14@gmail.com	9618205548
26	160115733075	Shefali Shireen	CSE	shefalishalk@gmail.com	8333009022
27	160115733056	Srinath Tangallapally	CSE	srinath.tangallapally@gmail.com	9000260145

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**Date: September 17, 2020****Madiboni Manikath**

S/O Madiboni Narsing Rao, 16-1-473,
Near Venkateswara Swami Temple,
Saidabad
Hyderabad-500 059, Telangana.
Phone: 8333978461

Subject: Letter of AppointmentDear Mr. **Manikanth**

We are pleased to appoint you as “**Business Development Manager**” in KehanSri Technologies and Services Pvt Ltd with effect from **17th September 2020** on the following terms and conditions:

1. Your gross emoluments will be Rs 17000/- (Seventeen thousand) per month inclusive of all perquisites.

The terms of our offer are:

- a. Initial Place of Posting : Hyderabad
 - b. Department : Sales
 - c. Basic Salary /month : Rs.5950/- (Rupees Five Thousand Nine Hundred and Fifty)
 - d. HRA /month : Rs. 2380/- (Rupees Two Thousand Three Hundred Eighty) /
 - e. City Compensatory Allowance : Rs. 1770/- (Rupees One thousand Seven Hundred Seventy)/
 - f. Conveyance Allowance : Rs. 1100/- (Rupees One Thousand one hundred) / month
 - g. Special Allowance : Rs. 5800/- (Rupees Five Thousand Eight hundred) / month
2. Additional Benefits
 - a. Monthly Performance Incentive : Target linked incentive payable on monthly basis up to a maximum of Rs. 35,000 (Thirty-Five Thousand)/ month.
 - b. Annual Performance Bonus : Target linked Bonus payable on Annual basis up to a maximum of Rs. 200,000 (Two Lakhs) per year.

3. Probation Period:

You shall be on Probation Period for six months. The company would have the sole discretion regarding the extension of the said period of twelve months based on your performance. During this period, you shall not be entitled to any benefit other than stated in the appointment letter.

4. Working hours and Weekly off:

Your working hours will be fixed subject to the actual timings of duty being fixed by the management from time to time. You may be transferred from one shift to another as and when applicable and as may be required to work for extra hours in case of requirement by your superiors in the interest of the company's work.

5. Transfer:

- a. You are liable to be transferred to any place or any group company at the discretion of the management without assigning any reason on the same terms and conditions of employment with us.
- b. Your services will be utilized in any of the KehanSri Technologies and Services or Group Company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time and you shall be governed by the condition of service and the rules and regulations applicable to the unit, undertaking establishment, division, department/branch/office where your services might be required.

6. Performance Review:

Annual performance reviews of all staff members are carried out in April for every year. KehanSri Technologies and Services shall advance the increment strictly based on the performance of the candidate.

7. Secrecy:

You shall treat all the business and other information and secrets of and about the company which may become known to you directly or indirectly during your employment, as strictly confidential and shall not divulge the same directly or indirectly without the consent of the management.

7. Superannuation:

The age of superannuation applicable is 58 years.

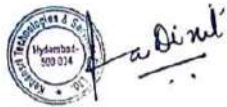
8. Other Rules and Regulations:

- 1) It is clearly understood that you are employed mainly in a **Business Development Manager** capacity.
- 2) The appointment is further subject to the production of the following original certificates / documents.
 - a. Original Degree / Diploma / Secondary School Leaving or equivalent educations qualifications with mark-sheets.
 - b. Details of membership, if any, or Provident Fund, ESI, Family Pension Scheme, etc.
 - c. Certificates from the previous employer(s).
 - d. Fitness certificate from a registered medical practitioner.
- 3) You shall devote your whole time and attention to your employment with the company and shall discharge your duties to the best of your ability. You shall perform all duties, which may be necessary in relation to work. It is condition of your employment that you do not engage yourself directly or indirectly, with or without remuneration, in any other employment, service of business or calling of any nature whatsoever or higher study, without specific written permission from the company.
- 4) Your designation, place of posting, assignment of duties, job content, etc. are liable to change from time to time at the discretion of the management.
- 5) In case of your leaving the job or termination of the same in any way, your final accounts including terminal or retributive benefits can only be settled after you handover the charge to the person nominated by the company and deliver to him all documents, correspondence, information, notices, goods, stores, property, money and other various materials supplied to you by the company in the proper way suggested by us, failing which, the company shall have the right to withhold the payment of your final dues.
- 6) The management may at its discretion, consider re-organization of the salary structure and other service conditions of the employee, on the basis that the earlier gross emoluments earned by the employee are protected.
- 7) That the address given by you in your application will be deemed to be your correct address. In case of any change, you would inform the management within 24 hours in writing of such a change. Any communication sent to you at your last known address will amount to a due notice to you.

This appointment letter is being sent to you in duplicate and if the above terms and conditions are acceptable to you please return the duplicate copy of the same duly signed by you.

With best wishes for a long and fruitful career with us.

Yours faithfully,
For KehanSri Technologies and Services (Pvt) Limited,



Alka Dixit
(AUTHORISED SIGNATORY)

KehanSri Technologies and Services (Pvt) Limited,
472, ROHIT NAGAR PHASE-I,
BAWADIKALA, BHOPAL, Bhopal, Madhya Pradesh, 462039
Mobile No: +91 9985408601.

I accept the terms and conditions of the offer of appointment as _____

Full name : _____

Signature : _____

Date : _____

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Final selects | Deloitte Tech. Consulting

2 messages

Varghese, Jimmy (US - Hyderabad) <jimvarghese@deloitte.com>
To: "ninreddypo@gmail.com" <ninreddypo@gmail.com>
Cc: "Mayinkar, Akshay V (US - Hyderabad)" <amayinkar@deloitte.com>

Tue, Jul 24, 2018 at 6:11 |

Hello - PFB final list:

forward to
Principal
HOD's - CSE, IT, ECE
Pc's and select
Students sent
J. B. Rao
24.07.2018

Full Name	Interview status
Mohammad Salman	Select
Monika Pothireddy	Select
Yerasuri sai krishna vaideek	Select
vijayvenkat aachi	Select
Akanksha Yelisetty	Select
Ronith Raj Koppulapalli	Select
Sachin Ambala	Select
Vishnu priya gullpaka	Select
Akhila Billakanti	Select
Basani Charitra	Select
Eswar Sai Teja Chaturvedula	Select
Hanini Bharata	Select
Anjana Bytha	Select
Idrees Ali Jabalpurwala	Select
Sai Revannth Vedala	Select

devaraju rashmi devi	Select
Ullal Tejas kini	Select
Vineeth Reddy Vuyyuru	Select
Aashrith sai	Select
Annapurna Ananya Annadatha	Select
Praveka Surapaneni	Select
SaiPranavRao Pulakonti	Select
Sri Sowbhagya Venkata Sai Lakshmi Veera	Select
sushma reddy cheruku	Select
Likhitha Muvva	Select
Mohd Zohab Shanzai	Select
Nimay Reddy Pillapalem	Select
praneesha reddy	Select
Riteesh Reddy Tudi	Select
shivanand reddy gullula	Select
Apoorva Venkateshwararao	Select
Nijitha Veeramachaneni	Select
Sai Mouna Bogireddy	Select
Venkatarani Reddy Korudula	Select

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Deloitte - Consulting

1	160115733050	Sai Revanth Vedala	CSE-1	revanth1997@gmail.com	8328611596
2	160115733058	Venkatarami Reddy Konudula	CSE-1	venkat1125@icloud.com	9515883234
3	160115733062	Akhila Billakanti	CSE-2	akhilarao.billakanti@gmail.com	9440723083
4	160115733072	Monika Pothireddy	CSE-2	mpothireddy@gmail.com	7093259278
5	160115733139	Sai Mouna Bogireddy	CSE-3	saimouna999@gmail.com	9492782154
6	160115735012	Likhitha Muvva	ECE-1	likhithamuvva9@gmail.com	9640199232
7	160115735053	Sai Pranav Rao Pulakonti	ECE-1	pranavpulkonti14@gmail.com	8121493930
8	160115735014	Praneesha Reddy Junuthula	ECE-1	praneeshareddyj@gmail.com	7093589309
9	160115735015	Praveka Surapaneni	ECE-1	praveka@gmail.com	8500391919
10	160115735041	Idrees Ali Jabalpurwala	ECE-1	ali.ian.idrees52@gmail.com	9949703058
11	160115735050	Sachin Ambala	ECE-1	sachin140198@gmail.com	7013370445
12	160115735032	Aashrith tadmada	ECE-1	taashrith@gmail.com	7396184187
13	160115735063	Akanksha Yelisetty	ECE-2	cakanksha97@gmail.com	9603953315
14	160115735071	Devaraju Rashmi Devi	ECE-2	Devarajurashmi48@gmail.com	9030949688
15	160115735079	Sri Manika Makam	ECE-2	srimanika1998@gmail.com	9989544192
16	160115735080	Sri Sowbhagya VVSL	ECE-2	srisowbhagya3@gmail.com	8978545111
17	160115735085	Pulipaka Vishnu Priya	ECE-2	pvp0104@gmail.com	8686757177
18	160115735095	Tejas Kini	ECE-2	tejaskini08@gmail.com	8297382023
19	160115735115	Shivanand Reddy Gujjala	ECE-2	gujjulashivanandreddy13@gmail.com	7794903057
20	160115735138	Sushma Cheruku	ECE-3	sushmacheruku08@gmail.com	9640650676
21	160115735163	Y.sai krishna vaideek	ECE-3	vaideekyerasuri@gmail.com	6300630859
22	160115735153	Pillapalem Nirnay Reddy	ECE-3	pnirnay@gmail.com	9000802288
23	160115735156	Tudi Riteesh Reddy	ECE-3	riteeshreddy72@gmail.com	9063484782
24	160115735158	Koppulapalli Ronith Raj	ECE-3	ronithraj.k@gmail.com	7207807199
25	160115734034	MOHAMMAD SALMAN	EEE-1	salmanmohammed222@gmail.com	9177573022
26	160115734058	VIJAY VENKAT AACHI	EEE-1	vijayvenkatachi@gmail.com	9177135809
27	160115734035	Mohd Zoheb Shahzan	EEE-1	Zohebmzsedu@gmail.com	8686612387

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74



**Deloitte Consulting India
Private Limited**

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

Tel: +91 040 67621000
www.deloitte.com

Mr. Mohd Zoheb Shahzan
H.No 9-11-161/A
Jinci Bazar, Golconda Fort,
Hyderabad - 500008

Subject: Offer of Employment

Dear Mohd Zoheb Shahzan:

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.

Mohd Zoheb Shahzan, 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

Mr. Mohd Zoheb Shahzan

Acceptance

I, **Mohd Zoheb Shahzan**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date

Annexure A

Mr. Mohd Zoheb Shahzan

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.



Mohd Zoheb Shahzan

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 **Mohd Zoheb Shahzan**,

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

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52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurram	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
69	160115737016	Madhuri Kurri	IT -1	madurikurri@gmail.com	9100622373	
70	160115737026	Satvika Yenigalla	IT -1	satvikay@gmail.com	9490547448	

71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurrala	ECE-3	shivashanthgurrala@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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HRD/3T/19-20/12669545

Mr. Pruthvichandra Singasani
Candidate ID: 12669545
H.No:5-8-1000/2/9,Srinivas Nagar Colony,
Kamareddy
Kamareddy - 503111
Telangana
India
Ph: (91) 94942 60999

September 5, 2019

Dear Pruthvichandra,

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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Electronics City, Hosur Road
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T 91 80 2852 0261
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HRD/3T/19-20/12669545

September 5, 2019

Mr. Pruthvichandra Singasani
Candidate ID: 12669545
H.No:5-8-1000/2/9,Srinivas Nagar Colony,
Kamareddy
Kamareddy - 503111
Telangana
India
Ph: (91) 94942 60999

Dear Pruthvichandra,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Leave

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

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

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

Agreement:

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

Compensation and Benefits

Salary

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

Training Performance- linked Incentive

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

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice period

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

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

Background checks

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

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

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

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

Other terms and conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
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askus@infosys.com
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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Pruthvichandra Singasani
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. Pruthvichandra Singasani
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				



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36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
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59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
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95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurrala	ECE-3	shivashanthgurrala@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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1	160115805041	Bhavesh Raja	Bio-Tech	rajabhavesh@gmail.com	7799146252
2	160115805002	J Anukruti	Bio-Tech	anukruti.j2205@gmail.com	9490400427
3	160115805015	Mubeen Fathima	Bio-Tech	mubeen.fathima3@gmail.com	8330907280
4	160115805017	Neksha Devaki	Bio-Tech	neksha@gmail.com	9553350396
5	160115805029	Sankirthana Pochampalli	Bio-Tech	sankirthana18@gmail.com	9000958999
6	160115805022	Poojitha Bolleni	Bio-Tech	b_poojitha16@yahoo.com	8008989022
7	160115802015	Sushma Goli	Chemical	sushmagoli35@gmail.com	7853122322
8	160115732001	Akhila Reddy	Civil-1	katapallyakhila@gmail.com	7095120066
9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
10	160115732051	Shashank Yathavakilla	Civil	shashankyv77@gmail.com	9154721133
11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610997
14	160115732048	Prathipati Sai Veerendra	Civil	saiveerendra@gmail.com	9963453546
15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankit	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
20	160115732060	Bukka Vivek	Civil	bukka738@gmail.com	9603551935
21	160115732099	Prashanth Rontala	Civil-2	thedarkknight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A. Chinnaraja	Civil-2	chinnaraja19051997@gmail.com	9515542803
23	160115733002	Asra naseem	CSE-1	asranaseem98@gmail.com	7893943284
24	160115733018	Srichandana Katnapalli	CSE-1	chandusri84@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

145	160115734048	Yousuf Shaik	EEE-1	yousuf122786@gmail.com	9603603692	65
146	160115734014	Shivepriya Chada	EEE-1	Chadashivapriya11@gmail.com	9505461356	62
147	160115734047	Sai Krishna Varakala	EEE-1	varakalasaikrishna@gmail.com	8501950121	84
148	160115734044	SAHRUDAY PATTI	EEE-1	sahruday.reddy143@gmail.com	8340823851	81
149	160115734009	Manasa Vugge	EEE-1	manasavugge426@gmail.com	9951599951	58
150	160115734022	Vaishnavi Avadhanam	EEE-1	vaishnaviavadhanam@gmail.com	8374484999	65
151	160115734024	Vaishnavi Gullipalli	EEE-1	vaishnavig1997@gmail.com	8142447279	67
152	160115734033	Madiboni Manikanth	EEE-1	Jpmadi39@gmail.com	8333978461	72
153	160115734046	SAI CHARAN MYLA	EEE-1	saicharan4119@gmail.com	7036929630	83
154	160115734062	Bhagyasri Rawa	EEE-2	r.bhagyasri1997@gmail.com	7702722748	8
155	160115734070	Prathyusha Musthyala	EEE-2	ermbalu@gmail.com	9701710044	14
156	160115734071	Rashmi Kapoor	EEE-2	rashmikapoor1999@gmail.com	9676158065	15
157	160115734107	Savith Kumar Rayakanti	EEE-2	savith6288@gmail.com	9133439813	33
158	160115734305	Ayesha Farheen Mohammad	EEE-1	ayeshafarheen4242@gmail.com	8341551818	3
159	160115734320	Valaboju Chandana	EEE-2	vchandanaa@gmail.com	7386912912	41
160	160115734037	Panikeswar Reddy	EEE-1	panikeswar007@gmail.com	8125297226	76
161	160115734028	Girish Pagadala	EEE-1	girishpagadala29@gmail.com	9959919342	70
162	160115734036	Nithin Adla	EEE-1	nithinreddy1998@gmail.com	8886577447	75
163	160115734013	SAHITYA SATRASALA	EEE-1	sahitya.satrasala3@gmail.com	8886788135	61
164	160115734108	Soumic Sai Chintamaneni	EEE-2	csoumic sai@gmail.com	8897620048	34
165	160115734111	Snikesh Pulluri	EEE-2	snikeshpulluri11@gmail.com	7396527735	35
166	160115734120	Divya Neelganti	EEE-2	divdaangel@gmail.com	9703019055	37
167	160115734059	Vikas Nadikuda	EEE-1	vikasnadikuda@gmail.com	9063601997	91
168	160115734050	Sharath Chandra Reddy Vudem	EEE-1	vudemsharathchandrareddy117@gmail.com	9912935997	86
169	160115734040	Pruthvichandra Singasani	EEE-1	pruthvichandra369@gmail.com	9494260989	78
170	160115734112	Srinagh Chalasani	EEE-2	srinaghchalasani1@gmail.com	7097572723	36
171	160115734087	Jay Panara	EEE-2	jay.panara@gmail.com	9959590038	22
172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
173	160115734089	Madhu Amaraboina	EEE-2	madhuamarboina@gmail.com	9640738056	24
174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
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176	160115737009	Brahmani Thota	IT-1	thotasadhvika@gmail.com	8096190304	
177	160115737001	Abhishiktha Kommarthi	IT-1	abhishiktha19@gmail.com	8143167771	
178	160115737007	Ashritha Polineni	IT-1	ashrithapolineni@gmail.com	7095608579	
179	160115737052	SHAIK MATHEEN	IT-1	abdulmatheen11@gmail.com	7893979092	
180	160115737033	Aditya Kanite	IT-1	adityakanite@gmail.com	8121036396	
181	160115737104	Ritesh Nela Kosigi	IT-2	nk.ritesh4@gmail.com	7793902220	
182	160115737075	Shaik Kareema	IT-2	kareemashaik98@gmail.com	9676493784	

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11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
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15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
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21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
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24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
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27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

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32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
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49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
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72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
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78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
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80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
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85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
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93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurralla	ECE-3	shivashanthgurralla@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
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HRD/3T/19-20/12669220

Mr. Sai Charan Reddy Myla
Candidate ID: 12669220
Reddy Boys Hostel Abids

September 6, 2019

Hyderabad - 500001
Telangana
India
Ph: (91) 70369 29630

Dear Sai Charan,

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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HRD/3T/19-20/12669220

September 6, 2019

Mr. Sai Charan Reddy Myla
Candidate ID: 12669220
Reddy Boys Hostel Abids

Hyderabad - 500001
Telangana
India
Ph: (91) 70369 29630

Dear Sai Charan,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Leave

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

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

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

Agreement:

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

Compensation and Benefits

Salary

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

Training Performance- linked Incentive

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

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice period

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

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

Background checks

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

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

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

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

Other terms and conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20____

Sign your name

Print your name Location

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CIN: L85110KA1981PLC013115
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askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Sai Charan Reddy Myla
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. Sai Charan Reddy Myla
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/19-20/12669056

Mr. Sai Krishna Varakala
Candidate ID: 12669056
H.No:42-222/13,
R.T.C.Colony.
Wanaparthy - 509103
Telangana
India
Ph: (91) 85019 50121

September 6, 2019

Dear Sai 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
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Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:44:42 +05:30
Reason: Offer Letter
Location: Bangalore

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8	160115732001	Akhila Reddy	Civil-1	katapallyakhila@gmail.com	7095120066
9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
10	160115732051	Shashank Yathavakilla	Civil	shashankyv77@gmail.com	9154721133
11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610997
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15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankita	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
20	160115732060	Bukka Vivek	Civil	bukka738@gmail.com	9603551935
21	160115732099	Prashanth Rontala	Civil-2	thedarKnight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A. Chinnaraja	Civil-2	chinnaraja19051997@gmail.com	9515542803
23	160115733002	Asra naseem	CSE-1	asranaseem98@gmail.com	7893943284
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25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

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146	160115734014	Shivepriya Chada	EEE-1	Chadashivapriya11@gmail.com	9505461356	62
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148	160115734044	SAHRUDAY PATTI	EEE-1	sahruday.reddy143@gmail.com	8340823851	81
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150	160115734022	Vaishnavi Avadhanam	EEE-1	vaishnaviavadhanam@gmail.com	8374484999	65
151	160115734024	Vaishnavi Gullipalli	EEE-1	vaishnavig1997@gmail.com	8142447279	67
152	160115734033	Madiboni Manikanth	EEE-1	Jpmadi39@gmail.com	8333978461	72
153	160115734046	SAI CHARAN MYLA	EEE-1	saicharan4119@gmail.com	7036929630	83
154	160115734062	Bhagyasri Rawa	EEE-2	r.bhagyasri1997@gmail.com	7702722748	8
155	160115734070	Prathyusha Musthyala	EEE-2	ermbalu@gmail.com	9701710044	14
156	160115734071	Rashmi Kapoor	EEE-2	rashmikapoor1999@gmail.com	9676158065	15
157	160115734107	Savith Kumar Rayakanti	EEE-2	savith6288@gmail.com	9133439813	33
158	160115734305	Ayesha Farheen Mohammad	EEE-1	ayeshafarheen4242@gmail.com	8341551818	3
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160	160115734037	Panikeswar Reddy	EEE-1	panikeswar007@gmail.com	8125297226	76
161	160115734028	Girish Pagadala	EEE-1	girishpagadala29@gmail.com	9959919342	70
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164	160115734108	Soumic Sai Chintamaneni	EEE-2	csoumic sai@gmail.com	8897620048	34
165	160115734111	Snikesh Pulluri	EEE-2	snikeshpulluri11@gmail.com	7396527735	35
166	160115734120	Divya Neelganti	EEE-2	divdaangel@gmail.com	9703019055	37
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171	160115734087	Jay Panara	EEE-2	jay.panara@gmail.com	9959590038	22
172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
173	160115734089	Madhu Amaraboina	EEE-2	madhuamarboina@gmail.com	9640738056	24
174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
175	160115734075	Sankeerthana Jangam	EEE-2	sankeerthanajangam25@gmail.com	9494662558	17
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113	160115734033	M.Manikanth	EEE	jpmedi39@gmail.com	+91 8333978461	72



Cognizant

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5	160115732084	Akhil Konegari	Civil	akhilodian@gmail.com	9959621296
6	160115732095	Mahesh Kolishetty	Civil	kolishettymahesh@gmail.com	9177818818
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8	160115733092	Manish Kumar Sadhu	CSE	sadhumanishkumar@gmail.com	9492807348
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77	160115735003	Ashwitha Pasham	ECE	ashwithareddy.15@gmail.com	9550393707
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79	160115735018	Sahithi C	ECE	sahithichamanthula@gmail.com	9133559400
80	160115735135	Tejaswini Kondapuram Sampangi	ECE	tejaswinisampangi@gmail.com	9440855811
81	160115735039	Hareesh Gunda	ECE	GUNDAHAREESH5683@GMAIL.COM	9182037883
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77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurralla	ECE-3	shivashanthgurralla@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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25-JUL-2019

Letter Of Appointment

Mr. Vamshi Muthyala
TCS - Hyderabad

Dear Mr. Vamshi,

Further to your acceptance of our offer letter vide TCSL/CT20182556077/- Hyderabad dated 25-Sep-2018 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 25-JUL-2019 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1601407.

Yours sincerely,
For TATA Consultancy Services Limited

A handwritten signature in black ink, appearing to read 'R. Vas', with a horizontal line underneath.

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



**Deloitte Consulting India
Private Limited**

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

Tel: +91 040 67621000
www.deloitte.com

Mr. Vijayvenkat Aachi
9-4-630
Sapthagiri Colony,
Karimnagar - 505001

Subject: Offer of Employment

Dear Vijayvenkat Aachi:

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.

Vijayvenkat Aachi, 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

Mr. Vijayvenkat Aachi

Acceptance

I, **Vijayvenkat Aachi**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Vijayvenkat Aachi
CB67030F661648F...

Signature

Date

Annexure A

Mr. Vijayvenkat Aachi

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.



Vijayvenkat Aachi

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 **Vijayvenkat Aachi**,

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



HRD/3T/19-20/12669503

Mr. Vikas Kiran Nadikuda
Candidate ID: 12669503
H.No 1-2-56/91, Advocates Colony,
Domalguda
Hyderabad - 500029
Telangana
India
Ph: (91) 90636 01997

September 6, 2019

Dear 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/19-20/12669503

September 6, 2019

Mr. Vikas Kiran Nadikuda
Candidate ID: 12669503
H.No 1-2-56/91, Advocates Colony,
Domalguda
Hyderabad - 500029
Telangana
India
Ph: (91) 90636 01997

Dear 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 **December 9, 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. Vikas Kiran Nadikuda
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. Vikas Kiran Nadikuda
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				



Candidate ID: 2568420 /345670,

Date of Joining: 09/19/2019,

Joining Location: Chennai-PCT,

Designation: Analyst,

Dear vishnu pasula,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Chennai-PCT office, for joining formalities as per the address mentioned below:

Address

B-45 & B-46, SIPCOT IT Park,
Old Mahabalipuram Road, Siruseri, Chennai – 603103, India

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u> a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) 2. b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u> Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u> a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate</p>
4.	<p><u>Proof of identity/ Address</u> a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p><u>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</u> a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 2568420 /345670,

09/05/2019,

vishnu pasula
2-20, bheempally,,kamalapur,
warangal urban ,
India

Confidential

Dear vishnu pasula,

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:

Annexure - A

vishnu pasula

Analyst

Total Cost to Company (CTC).

Rs.300,003.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,138.00	Rs 49,656.00
Other Reimbursements & Allowances#	-	-
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 2,980.00	Rs. 35,760.00
Gross monthly salary	Rs.22,118.00	Rs. 265,416.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.481.00	Rs.5,772.00
Total Fixed Compensation	Rs.24,399.00	Rs.292,788.00
Total Cash Compensation	Rs.24,399.00	Rs.292,788.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,215.00
Capgemini contribution to ESI	Rs.0.00	-
Total Cost to Company		Rs. 300,003.00

Annexure - B

vishnu pasula

Analyst

Total Cost to Company (CTC).

Rs.380,007.00

Monthly Components	Per Month	Annualized
Basic	Rs.10,870.00	Rs.130,440.00
House Rent Allowance	Rs.5,435.00	Rs.65,220.00
Other Reimbursements & Allowances#	Rs.5,328.00	Rs.63,936.00
Personal Allowance	Rs.4,130.00	Rs.49,560.00
Advanced Statutory Bonus	Rs.2,980.00	Rs.35,760.00
Gross monthly salary	Rs.28,743.00	Rs.344,916.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.523.00	Rs.6,276.00
Total Fixed Compensation	Rs. 31,066.00	Rs.372,792.00
Total Cash Compensation	Rs. 31,066.00	Rs.372,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,215.00
Capgemini contribution to ESI	Rs.0.00	-
Total Cost to Company		Rs.380,007.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the [Other Allowance and Reimbursements FAQ and Claim Forms.](#)

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes /modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage on account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- ** This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 30-September-2019, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately

without any further obligation or liability upon the Company.

c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

j. You have achieved minimum 60% aggregate in all semesters of your graduation.

k. You submit the following mandatory documents before the date of joining..

1. Highest Degree/Provisional Certificate and Final year Mark sheet.

2. In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.

l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

l.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi
Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Jaideep Chavan
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: vishnu pasula

Date: 09/05/2019

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. **CURRENT WORK LOCATION:**

1.1 Capgemini Technology Services India Limited ("**Capgemini**" or "**Company**") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. **DUTIES AND RESPONSIBILITIES:**

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. **COMPENSATION:**

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also 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.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant 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: (i) any public servant, government official, political party or candidate for political office; or (ii) 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 public servant, 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.

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively '**Developments**') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively '**Moral Rights**'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance.
- h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

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

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:



HRD/3T/19-20/12669300

Ms. Ayesha Farheen Mohammad
Candidate ID: 12669300
Satyasai Nagar,

September 5, 2019

Warangal - 506005
Telangana
India
Ph: (91) 83415 51818

Dear Ayesha Farheen,

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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Bangalore 560 100, India
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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/12669300

September 5, 2019

Ms. Ayesha Farheen Mohammad
Candidate ID: 12669300
Satyasai Nagar,

Warangal - 506005
Telangana
India
Ph: (91) 83415 51818

Dear Ayesha Farheen,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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

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.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Ayesha Farheen Mohammad
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. Ayesha Farheen Mohammad
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				



51	160115736004	Manogjna Manogjna Chitta	Mech-1	manogjna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurram	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
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57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
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CO-OPERATIVE ELECTRIC SUPPLY SOCIETY LIMITED, SIRCILLA

RAJANNA SIRCILLA

(Regd No: 748/TD Date 30-10-1965)

ID CARD

05_160115734310 - gadapaka prashanth_Govt-AAE



Name : **GADAPAKA PRASHANTH**

Father Name : **G. Durgaiah**

Designation : **Additional Assistant Engineer**

EMP Code : **2202**

Place of Working: **CESS Ltd., Sircilla**

M. Indee
Managing Director
CESS Ltd., sircilla



Pernod Ricard India (P) Limited

12/15
March 10th, 2019

To
Bade Nithin,

Sub: Letter of Intent to employ

Dear Nithin,

This letter is in reference to your candidature submitted in our company. We take pleasure in offering you the position of **Engineering Trainee** in our organization subject to your successful completion of your engineering graduation. We would require you to produce your original documents of academic achievements at the time of joining for verification. We would shortly provide you with an Offer Letter mentioning the initial place of posting and compensation. Your gross compensation including all benefits will be Rupees **Four Lakhs Twenty Five Thousand per annum** subject to income tax and statutory deductions.

Please sign your acceptance to indicate that you have accepted this offer from us. By accepting this offer you decide to withdraw from the campus recruitment process. We look forward to your joining the organization.

Yours sincerely,

Monofosh Das

General Manager – HR

12/3/19

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37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
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40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
69	160115737016	Madhuri Kurri	IT -1	madurikurri@gmail.com	9100622373	
70	160115737026	Satvika Yenigalla	IT -1	satvikay@gmail.com	9490547448	

71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurralla	ECE-3	shivashanthgurralla@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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HRD/3T/19-20/12669222

Ms. Bhagyasri Ravva
Candidate ID: 12669222
Flat No-304, Madhava Krishna Heights,
Vivek Nagar, Kukatpall
Hyderabad - 500072
Telangana
India
Ph: (91) 77027 22748

September 5, 2019

Dear Bhagyasri,

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/19-20/12669222

September 5, 2019

Ms. Bhagyasri Ravva
Candidate ID: 12669222
Flat No-304, Madhava Krishna Heights,
Vivek Nagar, Kukatpall
Hyderabad - 500072
Telangana
India
Ph: (91) 77027 22748

Dear Bhagyasri,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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

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. Bhagyasri Ravva
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. Bhagyasri Ravva
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				





Strictly Private and Confidential

01-Feb-2019

Deepika Nadakuditi

12-12-39, ravindranagar, sithaphalmandi, secunderabad

7207828558

Dear Deepika,

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,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Feb-2019

Nemmani Divya Sai

**9-4-86/129,SALARJUNG COLONY,BEHIND RTA OFFICE(WEST ZONE),TOLICHOWKI ROAD,HYDERABAD-500008
7416580157**

Dear Nemmani,

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 _____



Strictly Private and Confidential

21-Feb-2019

Thotakura Jahnvi

8-94,Feel Good Homes,Gandhamguda,Hydershahkote,Rajendra nagar(M),Ranga Reddy.

7799176494

Dear Thotakura,

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.



Strictly Private and Confidential

15-Apr-2019

Jai Anusha Duggirala

**305, Amrutha Towers, Plot no. 91 & 92, Near HUDA Park, Vijay Nagar Colony, Kukatpally, Hyderabad
8686970308**

Dear Jai Anusha,

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.

CK Birla Group - HIL Limited.

SLN Terminus,7th Floor
Near Botanical Gardens,Gachibowli
Kondapur Road. Hyderabad 500032

**Statement of Full & Final Settlement of Accounts - August 2020**

Employee Code	50003232	PF Number	APHYD/154/A/0010161	Master Salary	
Employee Name	Poojitha Vinjamur	PAN	EOIPP1600F	BASIC	15000.00
Designation	Graduate Engineer Trainee	Date of Joining	24/06/2019	HOUSE RENT ALLOW	7500.00
Location	TIMMAPUR	Date of Resignation	03/07/2020	EDUCATION	200.00
Department	Yuva GET	Date of Leaving	17/07/2020	CHILDREN HOSTEL ALLOW	600.00
Grade	TC-2	Notice Pay Days	0	OTHER ALLOWANCES	9428.00
Cost Centre	320020213	Leave Encashment Days	27	BOOKS & PERIODICALS	1000.00
LOP Days		Last Regular Processed	July 2020	L T EXPENSE TAXABLE	1250.00
		Regime Type	Old Regime	Total	34978.00

EARNINGS		DEDUCTIONS	
PARTICULARS	AMOUNT(INR)	PARTICULARS	AMOUNT(INR)
LEAVE ENCASHMENT TAX	15577.00	PROFESSIONAL TAX	150.00
HOLD SALARY RELEASE	18044.00		
Total Earnings	33621.00	Total Deductions	150.00
Net Pay	33471.00		

I hereby confirm receipt of the Bank Transfer/ DD/ Cheque No.....Dt.....for INR 33471.00 (thirty three thousand four hundred and seventy one) towards my full and final settlement from CK Birla Group - HIL Limited.

Place :

Signature of the employee

Date:10/08/2020

Mon Aug 10 19:04:52 IST 2020

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CK Birla Group - HIL Limited.
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Near Botanical Gardens,Gachibowli
Kondapur Road. Hyderabad 500032

Income Tax Computation Statement

Employee Code	50003232	Employee Name	Poojitha Vinjamur	Date of Leaving	17/07/2020
Employee PAN	EOIPP1600F	Gender	Female	Company TAN	HYDH00015B
Date of Birth	01/10/1997	Assessment Year	2021-2022	Company PAN	AAACH2676Q
Date of Joining	24/06/2019	Financial Year	2020-2021	Month	August-2020

Heads Of Income	Actual	Projected	Total
Income from Salary			
Basic	53226.00	0.00	53226.00
House Rent Allow	26613.00	0.00	26613.00
Education	710.00	0.00	710.00
Children Hostel Allow	2129.00	0.00	2129.00
Other Allowances	33454.00	0.00	33454.00
Books & Periodicals	3548.00	0.00	3548.00
L T Expense Taxable	4435.48	0.00	4435.48
Leave Encashment Tax	15577.00	0.00	15577.00
Perquisites			0.00
Previous Employer Income			0.00
Gross Salary	139692.48	0.00	139692.48
Less Exemption U/s 10			0.00
NetSalary			139692.48
Less Deduction U/s 16			50000.00
Tax on Employment			900.00
Net Taxable Salary			88792.48
Income/(Loss) from House Property			0.00
Income from Other Sources			0.00
Gross Total Income			88792.48
Less Deduction U/s VI A			6387.00
Taxable Income			82405.48
Taxable Income (Rounded Off)			82410.00
Tax Payable on Total Income			0.00
Less Relief U/s 87			0.00
Tax Payable			0.00
Add Surcharge			0.00
Add Cess			0.00
Total Tax Payable			0.00
Total Tax Payable(Rounded Off)			0.00
Less Tax Recovered Till Previous Month			0.00
Balance Tax to be Deducted			0.00
Tax Deducted Current Month			0.00
Balance Tax Payable for remainig 7 months			0.00
Monthly Tax (Balance Tax / Remaining Months)			0.00

Note:

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Income Tax Computation Statement

Employee Code	50003232	Employee Name	Poojitha Vinjamur	Employee PAN	EOIPP1600F
---------------	----------	---------------	-------------------	--------------	------------

Exemption U/s 10	Amount
Total	0.00

Perquisites	Amount
Total	0.00

Deduction under Chapter VI A	Declared	Actual
SEC80C		
Provident Fund	0.00	6387.00

Other Income / (Losses)			
Section	Description	Declared	Actual

Rent Paid Details			
From Date	To Date	Rent/Month	Metro

Company Lease Accommodation			
From Date	To Date	Rent/Month	Metro

Previous Employment Details	
Components	Amount

Note:

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9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
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11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610937
14	160115732048	Prathipati Sai Veerendra	Civil	saiveerendra@gmail.com	9963453546
15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankita	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
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21	160115732099	Prashanth Rontala	Civil-2	thedarKnight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A. Chinnaraja	Civil-2	chinnaraja19051997@gmail.com	9515542803
23	160115733002	Asra naseem	CSE-1	asranaseem98@gmail.com	7893943284
24	160115733018	Srichandana Katnapalli	CSE-1	chandusri84@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

145	160115734048	Yousuf Shaik	EEE-1	yousuf122786@gmail.com	9603603692	65
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147	160115734047	Sai Krishna Varakala	EEE-1	varakalasaikrishna@gmail.com	8501950121	84
148	160115734044	SAHRUDAY PATTI	EEE-1	sahruday.reddy143@gmail.com	8340823851	81
149	160115734009	Manasa Vugge	EEE-1	manasavugge426@gmail.com	9951599951	58
150	160115734022	Vaishnavi Avadhanam	EEE-1	vaishnaviavadhanam@gmail.com	8374484999	65
151	160115734024	Vaishnavi Gullipalli	EEE-1	vaishnavig1997@gmail.com	8142447279	67
152	160115734033	Madiboni Manikanth	EEE-1	Jpmadi39@gmail.com	8333978461	72
153	160115734046	SAI CHARAN MYLA	EEE-1	saicharan4119@gmail.com	7036929630	83
154	160115734062	Bhagyasri Rawa	EEE-2	r.bhagyasri1997@gmail.com	7702722748	8
155	160115734070	Prathyusha Musthyala	EEE-2	ermbalu@gmail.com	9701710044	14
156	160115734071	Rashmi Kapoor	EEE-2	rashmikapoor1999@gmail.com	9676158065	15
157	160115734107	Savith Kumar Rayakanti	EEE-2	savith6288@gmail.com	9133439813	33
158	160115734305	Ayesha Farheen Mohammad	EEE-1	ayeshafarheen4242@gmail.com	8341551818	3
159	160115734320	Valaboju Chandana	EEE-2	vchandanaa@gmail.com	7386912912	41
160	160115734037	Panikeswar Reddy	EEE-1	panikeswar007@gmail.com	8125297226	76
161	160115734028	Girish Pagadala	EEE-1	girishpagadala29@gmail.com	9959919342	70
162	160115734036	Nithin Adla	EEE-1	nithinreddy1998@gmail.com	8886577447	75
163	160115734013	SAHITYA SATRASALA	EEE-1	sahitya.satrasala3@gmail.com	8886788135	61
164	160115734108	Soumic Sai Chintamaneni	EEE-2	csoumic sai@gmail.com	8897620048	34
165	160115734111	Snikesh Pulluri	EEE-2	snikeshpulluri11@gmail.com	7396527735	35
166	160115734120	Divya Neelganti	EEE-2	divdaangel@gmail.com	9703019055	37
167	160115734059	Vikas Nadikuda	EEE-1	vikasnadikuda@gmail.com	9063601997	91
168	160115734050	Sharath Chandra Reddy Vudem	EEE-1	vudemsharathchandrareddy117@gmail.com	9912935997	86
169	160115734040	Pruthvichandra Singasani	EEE-1	pruthvichandra369@gmail.com	9494260989	78
170	160115734112	Srinagh Chalasani	EEE-2	srinaghchalasani1@gmail.com	7097572723	36
171	160115734087	Jay Panara	EEE-2	jay.panara@gmail.com	9959590038	22
172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
173	160115734089	Madhu Amaraboina	EEE-2	madhuamarboina@gmail.com	9640738056	24
174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
175	160115734075	Sankeerthana Jangam	EEE-2	sankeerthanajangam25@gmail.com	9494662558	17
176	160115737009	Brahmani Thota	IT-1	thotasadhvika@gmail.com	8096190304	
177	160115737001	Abhishiktha Kommarthi	IT-1	abhishiktha19@gmail.com	8143167771	
178	160115737007	Ashritha Polineni	IT-1	ashrithapolineni@gmail.com	7095608579	
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53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

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6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
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9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
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77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
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accenture

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37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
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55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
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Strictly Private and Confidential

13-Mar-2019

Kethavath Sirisha

house no:6-2-755 7/4,rock hills colony,nalgonda

7997819907

Dear Kethavath,

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.



Welcome Aboard - HCL Technologies Ltd.

Inbox



Careers 7/15/2019

to me, EZHILARASI.K, VIN...



Dear Goshika Vaishnavi,

Congratulations!! Your offer for the role in HCL Technologies Ltd. has been posted on to your candidate portal. You can access it by clicking on the below link:

[Candidate Zone - Application Documents & Forms](#)

Please use the following details to login:

Username: vaishnavi.goshika22@gmail.com

Password: +91 7702967925

The instructions regarding your login information are posted on the portal.

Regards,
Charles Diwakar A

HCL and any of its subsidiaries or any authorized third-party recruitment partners never ask for 'recruitment', 'processing' or 'security deposit' or any other kind of money in exchange of offer letters or interview calls at any time during hiring. Please note that offer letters and other recruiting correspondence from HCL and its subsidiaries are sent from an official e-mail ID and/or are printed on HCL letterheads with authentic signatures of appropriate HCL authorities.



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Infosys_LPCampus 22 Oct 2019



to me



Hi Vaishnavi Voddnaalaa,

Candidate ID: 12669555

Welcome to Infosys.

We are delighted that you have accepted our offer and agreed upon the joining date. To ensure ease of joining we have attached **two** documents for your reference.

You would have already received your login details to the Launchpad portal. You are requested to update all your relevant details and upload the required documents in the portal to enable your smooth onboarding into Infosys.



Guidelines:

Info about documents to be carried along with the checklist, joining formalities, NSR registration, medical certificate, service agreement, frequently asked questions (FAQs) and list of hotels in Mysore.



NIC Network of Hospitals

List of registered hospitals for medical check-up.



HRD/3T/20-21/1000506558

Ms. Zareefa Nousheen
Candidate ID: 1000506558
28-891/C
Vidhya Nagar,Housing Board,Miryalaguda
Miryalaguda - 508207
Telangana
India
Ph: (91) 83090 23066

August 10, 2020

Dear Zareefa Nousheen,

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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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/20-21/1000506558

August 10, 2020

Ms. Zareefa Nousheen
Candidate ID: 1000506558
28-891/C
Vidhya Nagar, Housing Board, Miryalaguda
Miryalaguda - 508207
Telangana
India
Ph: (91) 83090 23066

Dear Zareefa Nousheen,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **August 24, 2020**.

Location

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

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

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

Training

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

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance- linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2020 - 21** will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice period

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

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

Background checks

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

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

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining..

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20_____

Sign your name

_____ _____
Print your name Location

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

ANNEXURE - I
(Compensation during the Training Period)

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

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

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

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

ANNEXURE- II
(Compensation post Unit allocation)

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

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

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

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

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

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

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



108	160115734087	Jay Panara	EEE	jay.panara@gmail.com	+91 9959590038	22
109	160115734050	Sharath Chandra Reddy Vudem	EEE	vudemsharathchandrareddy117@gmail.com	+91 9912935997	86
110	160115734030	Veerannagari Hari Charan Reddy	EEE	v.haricharanreddy1997@gmail.com	+91 9666585625	71
111	160115734060	Vishnu Pasula	EEE	vishnupasula2@gmail.com	+91 9505951721	1
112	160115734089	Madhu Amaraboina	EEE	madhuamaraboina@gmail.com	+91 9640738056	24
113	160115734033	M.Manikanth	EEE	jpmedi39@gmail.com	+91 8333978461	72



Cognizant

1	160115805030	Rizwana Shaik	Bio-Tech	shaikrizwanas.01@gmail.com	9515922908
2	160115802050	Vijay Tirumalasetty	Chemical	vijaytirumalasetty97@gmail.com	9000382135
3	160115732051	Shashank Yathavakilla	Civil	shashankyvr77@gmail.com	9154721133
4	160115732001	Akhila Reddy Katapally	Civil	katapallyakhila@gmail.com	7095120066
5	160115732084	Akhil Konegari	Civil	akhilodian@gmail.com	9959621296
6	160115732095	Mahesh Kolishetty	Civil	kolishettymahesh@gmail.com	9177818818
7	160115733155	Faraaz Ahmed	CSE	faraazahmed000@gmail.com	6301870006
8	160115733092	Manish Kumar Sadhu	CSE	sadhumanishkumar@gmail.com	9492807348
9	160115733070	Jyothi Thota	CSE	thotajyothi1697@gmail.com	6302700940
10	160115733023	Aravind Babu Somarapu	CSE	somarapuravind@gmail.com	7306832596
11	160115733109	Sairaja Yadugiri	CSE	sairajay39@gmail.com	9553506735
12	160115733150	Aashish Reddy Vundhyala	CSE	aashishreddy5555@gmail.com	9441656695
13	160115733076	Sravya Butharaju	CSE	sravyabutharaju123@gmail.com	9154363490
14	160115733008	Pallavi Byagari	CSE	bpallavi46@gmail.com	7680907146
15	160115733099	Praneeth Kumar Sajulu	CSE	spraneethkumar97@gmail.com	9848167510
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170	160115734112	Srinagh Chalasani	EEE-2	srinaghchalasani1@gmail.com	7097572723	36
171	160115734087	Jay Panara	EEE-2	jay.panara@gmail.com	9959590038	22
172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
173	160115734089	Madhu Amaraboina	EEE-2	madhuamarboina@gmail.com	9640738056	24
174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
175	160115734075	Sankeerthana Jangam	EEE-2	sankeerthanajangam25@gmail.com	9494662558	17
176	160115737009	Brahmani Thota	IT-1	thotasadhvika@gmail.com	8096190304	
177	160115737001	Abhishiktha Kommarthi	IT-1	abhishiktha19@gmail.com	8143167771	
178	160115737007	Ashritha Polineni	IT-1	ashrithapolineni@gmail.com	7095608579	
179	160115737052	SHAIK MATHEEN	IT-1	abdulmatheen11@gmail.com	7893979092	
180	160115737033	Aditya Kanthe	IT-1	adityakanthe@gmail.com	8121036396	
181	160115737104	Ritesh Nela Kosigi	IT-2	nk.ritesh4@gmail.com	7793902220	
182	160115737075	Shaik Kareema	IT-2	kareemashaik98@gmail.com	9676493784	

88



October 24, 2020

TO WHOMSOEVER IT MAY CONCERN

Md Javeed Meandad

Employee Number: 11761814

Hyderabad

This is to confirm that the stated employee is employed with our organization since July 30, 2019. He/She is currently designated as Career Level 12.

This confirmation is being given at the request of the employee in order to produce proof of employment.

Yours Sincerely

A handwritten signature in black ink that reads "Amit Kumar".

Accenture Solutions Private Limited

For any further queries reach out to India.HRSS.ESL@accenture.com.

Accenture Solutions Pvt. Ltd.
IBC Knowledge Park, 4/1, Bannerghatta Road • Bangalore 560 029
Tel : 080 4106 0000 • Fax : 080 4106 0001

Registered Office:
Accenture Solutions Pvt. Ltd.
Plant-3, Godrej & Boyce Complex, LBS Marg
Vikhroli (W), Mumbai 400079. Maharashtra • India.
Tel : 022 6600 3000 • Fax : 022 4044 4420
CIN U72400MH1990PTC057492

Erstwhile Accenture Services Pvt. Ltd. now merged into Accenture Solutions Pvt. Ltd.

CORRE COMPETE

1	160115734092	Imran Mohammed	EEE-2	imransonu98@gmail.com	9010293699
2	160115736029	MOHAMMAD SAMEER	Mech-1	msdsameer3@gmail.com	8897771025
3	160115736091	Mahesh Nyalam	Mech-2	maheshnyalam321@gmail.com	9492791767
4	1601168862011	BUKYA GANGA NAYAK	MCA	ganga7s.cbti@gmail.com	7382756173

OFFER LETTER

Date: **21-May-19**

Mr./Ms Narsimha Reddy

Haygot Services Private Limited (“Company”) is delighted to offer you employment as an **ACADEMIC CONSULTANT**, subject to the following terms and conditions.

1. Position and Date of joining:
 Your position in the Company will be of an **ACADEMIC CONSULTANT**, after your successful completion of the training program. Your date of joining shall in no event be later than **23-May-19**.
2. Reporting and Employment Location:
 You will initially report to **General Manager - Sales**. Your initial employment location will be **Hyderabad**. The Company reserves the right to change your reporting manager and/or your employment location, at any time.
3. Compensation and Employee Benefits (Refer Annexure):
 Your remuneration will have a fixed component of Rs.3,60,000 per annum and revenue based incentives which shall be paid out weekly or monthly.

The fixed component will be split as Rs.3,00,000 of annual base compensation, paid monthly and Rs. 60,000 of fixed retention bonus, paid after completion of 1 year with the company.

Revenue based weekly incentives can be up to 15% of revenue realized in bank. **At an achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 per month or Rs. 7,20,000 per annum.** Please note that the Company's incentive structure and your targets will change based on the business needs.

4. Training Program:
 You shall be required to undergo a training program designed by the Company for Academic Consultants, which shall be amended from time to time. You will operate as **TRAINEE ACADEMIC CONSULTANT** till you successfully complete the training program.

The training program will span for a total period of 9 weeks (i.e. 63 days) from your date of joining. This training program will be conducted in 3 different phases which are explained below in detail.

Phase 1

The 1st phase of your training is Class Room Training (CRT). You will undergo CRT held by the Company experts for a period of 1 week from your date of joining. You are required to successfully clear Phase 1 of your training to move to the next phase. In the event you are unsuccessful at clearing the CRT, this Offer Letter shall be null and void and the Company can terminate your employment immediately. The Company will not be liable to pay you for the number of days spent undergoing Phase 1. Further, all the out-of-pocket expenses during Phase 1 (conveyance, transport, food etc.) are not reimbursable by the Company.

Phase 2

The 2nd phase of your training is On Job Training - 1 (OJT-1). You will undergo OJT-1 for a period of 28 days from the successful completion of Phase 1. You will be required to as per Target and PEP policy that is in force at the time of joining..

Phase 3

The 3rd phase of your training is On Job Training - 2 (OJT-2). You will undergo OJT-2 for a period of 28 days from the successful completion of Phase 2. You will be required to generate a total of 9 enrolments at the end of 63 days (i.e., 7 days of Phase 1 + 28 days of Phase 2 + 28 days of Phase 3). In the event you do not achieve this target and are unsuccessful at clearing Phase 3, your employment with the Company shall be immediately terminated.

Separation during the training program

In the event you choose to leave the Company during the period of the training program, you will be required to serve a 7 days' notice period, unless the Company waives such requirement at its sole discretion.

5. Probation

On the successful completion of the training program, you will be designated as an **ACADEMIC CONSULTANT**. For a period of 6 months from your successful completion of the training program, you will be on probation ("*Probation Period*"). Your employment with the Company, during the Probation Period, can be terminated any time either by you or the Company, for any reason whatsoever. Depending on the circumstances of your separation from the Company, you will be required to serve a notice period of 7 days or be entitled to notice pay worth 7 days.

During the Probation Period, you will have a monthly revenue target of Rs. 2,50,000 (Rs 65,000 per week approximately).

6. Employment Relationship and Target:

After completion of the Probation Period, your employment with the Company as an **ACADEMIC CONSULTANT** shall be confirmed. You will have a monthly revenue target of Rs. 2,50,000 (Rs 65,000 per week approximately) or as amended by the Company from time to time.

Your employment with the Company is for no specific period of time. Post confirmation of your employment after the Probation Period, each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 30 days' notice in writing.

7. Absence/Leave:

Uninformed or unapproved absence from work for a continuous period of 3 days or beyond the period of approved leave, without prior approval of the reporting manager shall result in automatic termination of your employment without any further notice unless the Company waives such requirement.

8. Company Policies:

You shall be bound by all the active policies and procedures of the Company, which may be amended from time to time. The management of the Company reserves the right to amend the policies and procedures of the Company.

9. Reimbursement for Expenses:

You will be entitled to direct reimbursement for all pre-approved reasonable expenses incurred by you in performance of your duties, in accordance with the policies of the Company.

10. Laptop Policy:

You will be required to bring your own laptop to work. The Company will reimburse your laptop costs as per Company's existing policy.

11. Indemnity:

You are required to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company might suffer, on account of any breach by you of any of the terms of your employment or the terms of any policies of the Company. The Company shall, in addition to any other remedies available by law, be entitled to an injunction restraining you from breaching or otherwise violating any terms of your employment.

12. Understanding:

This letter contains the entire understanding between you and the Company and supersedes all previous discussions, agreements and/or arrangements relating to engagement with the Company.

We hope that you find the above mentioned terms acceptable. Kindly indicate your agreement with these terms and conditions and accept this offer, by counter-signing and dating the duplicate original of this letter and returning it to the Company.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Sincerely,

For and on behalf of **Haygot Services Private Limited**

A handwritten signature in black ink, appearing to read 'Abhishek Jha', with a horizontal line underneath it.

Abhishek Jha
General Manager - Human Resources
21-May-19

I have read and hereby accept this letter and terms thereof.

Name: Narsimha Reddy

Date: 21-May-19

Signature:

Annexure

Employee Name: Narsimha Reddy
Designation: Academic Consultant
Date of Joining: 23-May-19

Compensation structure

Category	Component	Monthly	Yearly
Taxable	Basic	12,500	150000
	HRA	6,250	75000
	Children Education Allowance	0	0
	Statutory Bonus	1041	12492
	Special Allowance	3409	40908
Reimbursements	LTA (1)	0	0
	Professional Training & Development	0	0
	Books & periodicals	0	0
Gross Salary		23,200	278400
Retirals	PF contribution (employer)	1800	21600
	ESIC contribution (employer)	0	0
Base cost to company (CTC)		25,000	300000
Deductions	PF contribution (employee)	1800	21600
	ESIC contribution (employee)	0	0
	Professional Tax (2)	208	2500
Net Pay before tax		21,192	254300
Fixed Retention bonus (3)			60,000
Fixed cost to company (CTC)		25,000	360,000
Variable sales incentives (4)		60,000	720,000
Total cost to company (CTC)		85,000	1,080,000

- (1) Tax deduction will be based on documents and bills submission
- (2) Can change as per state norms and monthly gross income
- (3) Will be paid out in salary cycle after completing 1 year with the company
- (4) Revenue based weekly incentives; current +structure is between 3-15% of revenue realised in bank. At a target achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 p.m. Please note that the company's incentive structure and your targets can change based on business.

51	160115736004	Manogjna Manogjna Chitta	Mech-1	manogjna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurram	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
69	160115737016	Madhuri Kurri	IT -1	madurikurri@gmail.com	9100622373	
70	160115737026	Satvika Yenigalla	IT -1	satvikay@gmail.com	9490547448	

71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurralla	ECE-3	shivashanthgurralla@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
101	160115735072	Roshini Bijjala	ECE-2	roshini.bijjala@gmail.com	9133643676
102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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4
18
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HRD/3T/19-20/12669551

September 6, 2019

Mr. Gudipudi Rahul
Candidate ID: 12669551
Z.P Center,
Cheruvu Bazar
Khammam - 507001
Telangana
India
Ph: (91) 81858 39238

Dear Gudipudi,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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



Ref: TCSL/CT20182532228/1336242/Hyderabad

Date: 09 January 2020

MR. SREEKARA SARMA GOTLURU

House No. 9-8/1, Plot No. 2(E/P), Kantimatee Niketanam, Hydershakote Madhavi Nagar Colony,
Near St.Lawrence, Hyderabad,
Telangana-500091.
Tel# 919182591352

Sub: Joining Letter

Dear Mr. Sreekara Sarma Gotluru,

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 **27th January 2020** and your training location is **Trivandrum** . We are pleased to inform you that your work location is **Pune** and your stream is **IT IS** . This has been provided considering your preference and business requirements.

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

Tata Consultancy Services Ltd.
Peepul Park, Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.

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

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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



Date: 17-09-20

Dear Placement Officer,

(Name of College) CBIT, HYDERABAD

We are pleased to inform that the following students have been provisionally selected from your esteemed college during the campus drive.

Please note that these students should continue to maintain an overall percentage of 75% or CGPA of 7.5/10 without any backlog in any of the semesters in order for this offer to be valid. The work location will be intimated to them closer to their joining date.

Sl.No	Candidate Name	Gender	Qualification	Branch
1	DIVYA BANJA	F	B.E	ECE
2	MEGHANA MEKALA	F	B.E	ECE
3	DEMULA SWAPNA	F	B.E	ECE
4	GADE SAI KIRAN	M	B.E	EEE
5	KAIPALI LIMBADRI	M	B.E	ECE
6	D. DEEPAK RAYA	M	B.E	ECE
7	VEERLA MANIKANTA	M	B.E	EEE
8	MANISH KUMAR. T	M	B.E	ECE
9	MASRUZZAMA MOHD	M	B.E	ECE
10	VISHWA TEJA. T	M	B.E	ECE
11	SHIVA KRISHNA. A	M	B.E	ECE
12	AKHIL SABBANI	M	B.E	ECE
13	SAI CHARAN. B	M	B.E	ECE
14	AKHILA TARKAM	F	B.E	IT
15	THATI KAVYA	F	B.E	CSE

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For College:

Placement Officer Name: *Chadly*
DR. N L N REDDY
 Signature: TRAINING & PLACEMENT OFFICER
 CBIT, GANDIPET, HYD.
 Cell: 98494 66587.
 E-mail: nlnreddyp@gmail.com

For Tata Elxsi Limited

Name: MADHUSRI HARARI
 Signature: *S. Madh*

TATA ELXSI

Tata Elxsi Limited

Registered Office: ITPB Road Whitefield Bangalore 560 048 India
 Tel +91 80 2297 9123 Fax +91 80 7841 1474 www.tataelxsi.com
 (CIN-LB5110KA1989PLCC009968)



04-Dec-2018

Dear Sai Teja Medepalli,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485568

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 Bathavandu
Global Head-Talent Acquisition

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

Signature :

Date:

51	160115736004	Manogjna Manogjna Chitta	Mech-1	manogjna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

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2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
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32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
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39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
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49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
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56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
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96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurrala	ECE-3	shivashanthgurrala@gmail.com	9908083888
99	160115735330	Arvind Keesara	ECE-3	arvindkeesara@gmail.com	8801198729
100	160115735139	Varshitha Indukuri	ECE-3	varshithaindukuri@gmail.com	7661076524
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103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
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17	160115732002	Duvvada Ankita	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
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21	160115732099	Prashanth Rontala	Civil-2	thedarkknight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A. Chinnaraja	Civil-2	chinnaraja19051997@gmail.com	9515542803
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25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

145	160115734048	Yousuf Shaik	EEE-1	yousuf122786@gmail.com	9603603692	65
146	160115734014	Shivepriya Chada	EEE-1	Chadashivapriya11@gmail.com	9505461356	62
147	160115734047	Sai Krishna Varakala	EEE-1	varakalasaikrishna@gmail.com	8501950121	84
148	160115734044	SAHRUDAY PATTI	EEE-1	sahruday.reddy143@gmail.com	8340823851	81
149	160115734009	Manasa Vugge	EEE-1	manasavugge426@gmail.com	9951599951	58
150	160115734022	Vaishnavi Avadhanam	EEE-1	vaishnaviavadhanam@gmail.com	8374484999	65
151	160115734024	Vaishnavi Gullipalli	EEE-1	vaishnavig1997@gmail.com	8142447279	67
152	160115734033	Madiboni Manikanth	EEE-1	Jpmadi39@gmail.com	8333978461	72
153	160115734046	SAI CHARAN MYLA	EEE-1	saicharan4119@gmail.com	7036929630	83
154	160115734062	Bhagyasri Rawa	EEE-2	r.bhagyasri1997@gmail.com	7702722748	8
155	160115734070	Prathyusha Musthyala	EEE-2	ermbalu@gmail.com	9701710044	14
156	160115734071	Rashmi Kapoor	EEE-2	rashmikapoor1999@gmail.com	9676158065	15
157	160115734107	Savith Kumar Rayakanti	EEE-2	savith6288@gmail.com	9133439813	33
158	160115734305	Ayesha Farheen Mohammad	EEE-1	ayeshafarheen4242@gmail.com	8341551818	3
159	160115734320	Valaboju Chandana	EEE-2	vchandanaa@gmail.com	7386912912	41
160	160115734037	Panikeswar Reddy	EEE-1	panikeswar007@gmail.com	8125297226	76
161	160115734028	Girish Pagadala	EEE-1	girishpagadala29@gmail.com	9959919342	70
162	160115734036	Nithin Adla	EEE-1	nithinreddy1998@gmail.com	8886577447	75
163	160115734013	SAHITYA SATRASALA	EEE-1	sahitya.satrasala3@gmail.com	8886788135	61
164	160115734108	Soumic Sai Chintamaneni	EEE-2	csoumic sai@gmail.com	8897620048	34
165	160115734111	Snikesh Pulluri	EEE-2	snikeshpulluri11@gmail.com	7396527735	35
166	160115734120	Divya Neelganti	EEE-2	divdaangel@gmail.com	9703019055	37
167	160115734059	Vikas Nadikuda	EEE-1	vikasnadikuda@gmail.com	9063601997	91
168	160115734050	Sharath Chandra Reddy Vudem	EEE-1	vudemsharathchandrareddy117@gmail.com	9912935997	86
169	160115734040	Pruthvichandra Singasani	EEE-1	pruthvichandra369@gmail.com	9494260989	78
170	160115734112	Srinagh Chalasani	EEE-2	srinaghchalasani1@gmail.com	7097572723	36
171	160115734087	Jay Panara	EEE-2	jay.panara@gmail.com	9959590038	22
172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
173	160115734089	Madhu Amaraboina	EEE-2	madhuamarboina@gmail.com	9640738056	24
174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
175	160115734075	Sankeerthana Jangam	EEE-2	sankeerthanjangam25@gmail.com	9494662558	17
176	160115737009	Brahmani Thota	IT-1	thotasadhvika@gmail.com	8096190304	
177	160115737001	Abhishiktha Kommarthi	IT-1	abhishiktha19@gmail.com	8143167771	
178	160115737007	Ashritha Polineni	IT-1	ashrithapolineni@gmail.com	7095608579	
179	160115737052	SHAIK MATHEEN	IT-1	abdulmatheen11@gmail.com	7893979092	
180	160115737033	Aditya Kanite	IT-1	adityakanite@gmail.com	8121036396	
181	160115737104	Ritesh Nela Kosigi	IT-2	nk.ritesh4@gmail.com	7793902220	
182	160115737075	Shaik Kareema	IT-2	kareemashaik98@gmail.com	9676493784	

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APPOINTMENT LETTER

May 13, 2019

Dear **Soumic Sai Chintamaneni**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

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- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

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7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Sunil Kalachar", is written over a horizontal line.

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __ / __ / ____

Name: _____

Signature: _____ Date: __ / __ / ____

Place: _____

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/__/____

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
 - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c) Unauthorized disclosure or communication of UPSI.
 - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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ANNEXURE III
SALARY OFFER SHEET

Name : Soumic Sai Chintamaneni

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
- b. Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: ___/___/____

Signature:.....

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: / /

Signature:.....

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800





1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of upto Rs. 5,000 per week. In case of Death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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India C : L32102KA1945PLC020800





Welcome to the **HIL** Family

18-Jun-2019

Dear Srikesh Pulluri,

It's a great time to be a part of HIL and I am very confident that you would be playing an integral role in the company's growth plans. While you may have had other professional choices too, we acknowledge the fact that you chose to join us and be a part of our growth story.

HIL, a part of the **CK Birla Group**, has a great legacy and a proud heritage. We have best-in-class facilities with passionate people, who are committed to taking this organization to the next horizon. We have always been a trendsetter and will continue this passion to stay ahead of the market in the future too. Together, we have worked our way up to its current glory and continue to soar higher.

We take pride in our culture that encompasses our values which include **innovation, accountability, integrity, respect, teamwork, and excellence**. We encourage an open, diverse and inclusive work culture, with a passionate leadership team, fostering innovation and creativity to achieve greater heights. This culture is nurtured through transparent communication which keeps the employees in sync with the Vision, Mission, and Goals of the organization.

We wish you a great professional journey at HIL, with a lot of learning along with opportunities to grow. Looking forward to a long and fruitful association.

Thanks & Regards,

Hemchandra Peruvelli
Chief Human Resources Officer



04-Dec-2018

Dear Srinagh Dhanunjai Chalasani,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 12485506

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: Srinagh Dhanunjai Chalasani	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

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2	160115805002	J Anukruti	Bio-Tech	anukruti.j2205@gmail.com	9490400427
3	160115805015	Mubeen Fathima	Bio-Tech	mubeen.fathima3@gmail.com	8330907280
4	160115805017	Neksha Devaki	Bio-Tech	neksha@gmail.com	9553350396
5	160115805029	Sankirthana Pochampalli	Bio-Tech	sankirthana18@gmail.com	9000958999
6	160115805022	Poojitha Bolleni	Bio-Tech	b_poojitha16@yahoo.com	8008989022
7	160115802015	Sushma Goli	Chemical	sushmagoli35@gmail.com	7853122322
8	160115732001	Akhila Reddy	Civil-1	katapallyakhila@gmail.com	7095120066
9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
10	160115732051	Shashank Yathavakilla	Civil	shashankyv77@gmail.com	9154721133
11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610997
14	160115732048	Prathipati Sai Veerendra	Civil	saiveerendra@gmail.com	9963453546
15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankit	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
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24	160115733018	Srichandana Katnapalli	CSE-1	chandusri84@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
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146	160115734014	Shivepriya Chada	EEE-1	Chadashivapriya11@gmail.com	9505461356	62
147	160115734047	Sai Krishna Varakala	EEE-1	varakalasaikrishna@gmail.com	8501950121	84
148	160115734044	SAHRUDAY PATTI	EEE-1	sahruday.reddy143@gmail.com	8340823851	81
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150	160115734022	Vaishnavi Avadhanam	EEE-1	vaishnaviavadhanam@gmail.com	8374484999	65
151	160115734024	Vaishnavi Gullipalli	EEE-1	vaishnavig1997@gmail.com	8142447279	67
152	160115734033	Madiboni Manikanth	EEE-1	Jpmadi39@gmail.com	8333978461	72
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154	160115734062	Bhagyasri Rawa	EEE-2	r.bhagyasri1997@gmail.com	7702722748	8
155	160115734070	Prathyusha Musthyala	EEE-2	ermbalu@gmail.com	9701710044	14
156	160115734071	Rashmi Kapoor	EEE-2	rashmikapoor1999@gmail.com	9676158065	15
157	160115734107	Savith Kumar Rayakanti	EEE-2	savith6288@gmail.com	9133439813	33
158	160115734305	Ayesha Farheen Mohammad	EEE-1	ayeshafarheen4242@gmail.com	8341551818	3
159	160115734320	Valaboju Chandana	EEE-2	vchandanaa@gmail.com	7386912912	41
160	160115734037	Panikeswar Reddy	EEE-1	panikeswar007@gmail.com	8125297226	76
161	160115734028	Girish Pagadala	EEE-1	girishpagadala29@gmail.com	9959919342	70
162	160115734036	Nithin Adla	EEE-1	nithinreddy1998@gmail.com	8886577447	75
163	160115734013	SAHITYA SATRASALA	EEE-1	sahitya.satrasala3@gmail.com	8886788135	61
164	160115734108	Soumic Sai Chintamaneni	EEE-2	csoumic sai@gmail.com	8897620048	34
165	160115734111	Snikesh Pulluri	EEE-2	snikeshpulluri11@gmail.com	7396527735	35
166	160115734120	Divya Neelganti	EEE-2	divdaangel@gmail.com	9703019055	37
167	160115734059	Vikas Nadikuda	EEE-1	vikasnadikuda@gmail.com	9063601997	91
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172	160115734098	Gudipudi Rahul	EEE-2	rahuigudipudi64@gmail.com	8185839238	28
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174	160115734081	Vaishnavi Voddnaalaa	EEE-2	vaishnavi.vodnalat7@gmail.com	9515396450	20
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accenture

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5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
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36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
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39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
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48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
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54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
63	160115734324	Amena Nousheen	EEE-2	amenanousheen5@gmail.com	9581657764	44
64	160115734091	Javeed Meandad	EEE-2	javeedmiyan9@gmail.com	7660940138	25
65	160115734321	Supriya Chintala	EEE-2	supriya8chintala@gmail.com	9491700694	42
66	160115737011	Geetha Julakanti	IT -1	julakanti.geethareddy@gmail.com	9676996767	
67	160115737056	Ujwal Dasari	IT -1	ujwaldasari1@gmail.com	7207871593	
68	160115737055	Srujan Tikayyolla	IT -1	srujant18@gmail.com	9700031175	
69	160115737016	Madhuri Kurri	IT -1	madurikurri@gmail.com	9100622373	
70	160115737026	Satvika Yenigalla	IT -1	satvikay@gmail.com	9490547448	

71	160115737029	Sonali Bandi	IT -1	sonalib116@gmail.com	9177023619
72	160115737005	Aparna Reddy	IT -1	appu.0979@gmail.com	7995229295
73	160115737046	Pavan Raj Gajarla	IT -1	gajarlapavanraj29@gmail.com	9177205766
74	160115737097	Jatin Lingala	IT -2	lingalajatin@gmail.com	9618771771
75	160115737099	Manish Enishetty	IT -2	enishetty97@gmail.com	9849052324
76	160115737098	Krishna Teja Jamalapuram	IT -2	jskrishnateja@gmail.com	9959873503
77	160115737110	Sai sandesh Goud Sunkishala	IT -2	Sandesh.goud@gmail.com	7075638555
78	160115737085	Abhinav Raju Nadimpally	IT -2	abhinavrajun@gmail.com	8008200062
79	160115737070	Roshini Palle	IT -2	roshnipalle@gmail.com	9100321361
80	160115737065	Indrani Budigam	IT -2	indrani.budigam@gmail.com	9154057241
81	160115737069	Rishi Chandana Chinthareddy	IT -2	rrishichandana@gmail.com	9912416566
82	160116862004	ANUSHA GOPIDI	MCA	anushasri68@gmail.com	8801471657
83	160116862005	ANUSHREE GHOSHAL	MCA	28anushreeghoshal@gmail.com	7032558291
84	160116862022	NAVEENA DESAI	MCA	naveenareddydesai@gmail.com	8374598948
85	160116862032	VENKATA RADHA PRAVALLIKA	MCA	pravalikagunturi@gmail.com	9701799009
86	160116862001	SANDRU VENKAT ADITYA	MCA	sandru.venkat@gmail.com	9848212296
87	160115733161	Pranay Gaini	CSE-3	cspp1998@gmail.com	9573754435
88	160115733094	MD Asif Ali	CSE-2	asifali281997@gmail.com	9493671410
89	160115733310	Katamoni Sreerupa	CSE-1	sreerupa168@gmail.com	8333096628
90	160115734008	KALPANA VALLAPUREDDY	EEE-1	Vallapureddykalpanareddy@gmail.com	8106412751
91	160115734319	Soumya Dudka	EEE-2	dudkasoumya1@gmail.com	9666307200
92	160115734306	JULURI Ravikiran	EEE-1	ravikiran.juluri123@gmail.com	9515490133
93	160115734076	Shravani Bandikatla	EEE-2	shravanibandikatla1506@gmail.com	8328468095
94	160114734082	Swapna Gajjala	EEE-2	swapna.gajjala67@gmail.com	7842834654
95	160115734063	Deepika Nadakuditi	EEE-2	deepika.lucky015@gmail.com	9493717847
96	160115735307	Pavan Kumar Boorla	ECE-1	pavan.boorla2411@gmail.com	8499904736
97	160115735335	Sabavath Janardhan	ECE-3	sabavathjani@gmail.com	9603452102
98	160115735169	Shiva shanth reddy Gurrala	ECE-3	shivashanthgurrala@gmail.com	9908083888
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102	160115737114	M SRINU NAIK	IT-2	srinunaik3@gmail.com	9515351330
103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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NORTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LIMITED
OPERATION CIRCLE :: ADILABAD

Memo.No. SE/OP/ADB/DE(T)/PO/JAO/Adm/E2/F.Sub-Eng./D.No.2079/18. Dt:31-12-2018

Sub:- Estt.- TSNPDCL -Operation Circle, Adilabad - Engineering Service - Sr/Smt./Kum.VALABOJU CHANDANA, S/D/o.V BUCHI BABU - Appointment as Sub-Engineer (Elect) through Direct Recruitment - Orders - Issued.

**Ref:- 1. Notification No. 2/2018 dated 24-05-2018 published in The Hindu and Namasthe Telangana News Papers.
2. Written examination held on 08-07-2018 .
3. Interim orders of the Hon'ble High Court at Hyderabad
In various writ petitions**



Based on the performance in written test held on 08.07.2018 and under Regulation 14(a)(1) of APSEB Service Regulations Part-II, as adopted by NPDCL, Sr/Smt./Kum.VALABOJU CHANDANA whose details are mentioned below is hereby provisionally appointed as Sub-Engineer (Elect.) through Direct Recruitment in Operation Circle, Adilabad of TSNPDCL in the time scale of pay of Rs.45205-2225-56330-2655-69605-3100-85105-3560-88665 with usual allowances as admissible from time to time and posted to the place indicated in Column. No. 6.

SL NO	Hall Ticket No.	Name of the Candidate Sr/Smt./Kum.	Date of Birth	Comm-unity	Place of posting
1	2	3	4	5	6
1.	1120568	VALABOJU CHANDANA	16.01.1998	BC-B	Technical/Circle Office/Nirmal

2. The above appointment now ordered is subject to the following conditions:
- These orders are provisional and liable for termination at any time without notice and without assigning any reasons.
 - The candidate shall be placed on training cum probation for a period of 2 years which includes 1 year training. During the training period, he/she will be paid initial scale of pay of Sub-Engineer with usual allowances as admissible at the place of posting.
 - The candidate should have to serve the company for a minimum period of 5 years after completion of (1) year initial training period. He/ She has to submit an agreement bond to this effect in the enclosed format. If the candidate leaves the Company's service during training period of one year, he/she shall refund the total emoluments received by him/her Plus Rs.30,000/- (Rupees Thirty thousand only) by way of liquidated damages. If the candidate leaves the corporation without serving a minimum period of 5 years after completion of one year training period, he/she shall have to pay to the Company an amount of Rs.60,000/- (Rupees sixty thousand only) by way of liquidated damages.
 - The original certificates submitted by the candidate to the company, will be retained by TSNPDCL until the agreement period is over.
 - If the candidate desires to take back the original certificates, during the bond period, he/she shall deposit an amount of Rs. 60,000 /- (Rupees Sixty thousand only) by way of D.D. drawn in favour of SE/OP/TSNPDCL/Adilabad through his/her controlling officer which shall be refunded on re-depositing the said certificates with the TSNPDCL.
 - These orders are subject to verification of his/her certificates, character and antecedents. If any adverse report is received in the said verification, his/her services are liable for termination without notice.
 - The candidate will be governed by the rules and regulations applicable as framed by the TSNPDCL and as amended from time to time. The tripartite Agreements entered into between the APSEB, Govt., of A.P. and the employees Unions is not applicable to the candidate and he/she shall at no stage be entitled to claim any right whatsoever arising out of the said Tripartite Agreements. He/she shall submit an undertaking in the format enclosed herewith and acceptance of his/her appointment is subject to the submission of the aforesaid undertaking.

(Contd.....2)

- h) He/she shall pass the required tests as prescribed in Annexure-IV under Regulation 15 of APSEB Employees Service Regulations Part-III and Telugu Language Test/Exemption from passing Telugu Language Test.
- i) The education qualifications acquired by the candidate shall be approved by UGC, AICTE and DEC wherever necessary.

3. The candidate should produce the following documents to the Superintending Engineer/Operation/Adilabad within 30 days from the date of receipt of this order, failing which it will be construed that the candidate is not interested to work in TSNPDCL and accordingly his/her appointment shall be cancelled without any notice.


- i. Physical fitness certificate issued by a Medical Officer of the rank not less than that of a Civil Surgeon in the proforma enclosed.
- ii. The Attestation form enclosed proforma in quadruplicate (4 sets) duly filled in by the candidate. (The attestation forms filled improperly will be returned). If it is found that the candidate has furnished wrong/fake information in the attestation forms, severe disciplinary action will be initiated against him/her as per rules in vogue.
- iii. To execute a bond on a Non-judicial stamp paper worth Rs. 110/- (Rupees One hundred and Ten only) to the effect as indicated in para 2(c) above.
- iv. The candidate has to submit the details of all the properties, immovable irrespective of its value and movable property or properties whose value exceeds Rs. 1,00,000/- owned, acquired or inherited by him/her or held by him/her on lease or mortgage either in his/her own name or in the name of any member of his/her family, in the proforma prescribed in Annexure-I, II & III separately, as he/she acquired (or) held prior to joining in this department.

4. The candidate will be governed only by provisions of EPF & MP Act., 1952 and the employees Provident Fund Scheme in terms of T.O.O. CGM(HRD&Trg.) Ms. No. 227, Dated: 07-01-2004 and NO.O.CGM(HRD) Ms. No. 197, Dt: 24-09-2003.

5. The above candidate is further informed that his/ her appointment is subject to the result of W.P. Nos.13749, 37152, 25648, 41102, 21409, 19831, 22188, 42621, 35646, 40384, 35918, 46305, 46117, 46293, 46878, 46307, 46672 & 46029 of 2018 and any other court cases pending before the Hon'ble High Court at Hyderabad.

6. The above candidate, if he/she agrees for the above conditions, is directed to report for duty at the place of posting within (30) days from the date of this order duly obtaining clearance from the undersigned by submitting the documents as mentioned above, failing which it will be construed that the candidate is not interested to work in TSNPDCL and subsequently his/her appointment will be cancelled without any notice.

- Encl: i) Undertaking
ii) Agreement format
iii) Physical fitness certificate format
iv) Attestation forms format
v) Annexure-I, II & III.


SUPERINTENDING ENGINEER,
OPERATION CIRCLE, ADILABAD

To
Sir/Smt./ Kum.VALABOJU CHANDANA
C/s. to the Chairman & Managing Director / TSNPDCL/ Warangal.
C/s. to the Chief General Manager (HRD)/ TSNPDCL/ Warangal.
C/s. to the Joint Secretary / TSNPDCL / Warangal.
C/c. to the Superintending Engineers /Operation/NIRMAL
Copy to the Divisional Engineers/Opn./
The Stock file.

51	160115736004	Manogjna Manogjna Chitta	Mech-1	manogjna.chitta@gmail.com	8885421091
52	160115736088	Krishna Kaundinya Desaraju	Mech-2	contact.kk1997@gmail.com	8977810483
53	160115738039	Rahulchowdary Konakanchi	Production	Rahulkonakanchi97@gmail.com	8121917315

accenture

1	160115733037	Nagarjun Reddy Gurram	CSE -1	nagnagarjun01@gmail.com	9951085029
2	160115733305	GouthamiReddy Gidde	CSE -1	gouthamireddygidde@gmail.com	7893698924
3	160115733011	Sai Lakshmi Keerthana Vogireddy	CSE -1	vslkreddy@gmail.com	7674967440
4	160115733052	Saivikhyath Chelamela	CSE -1	saivikhyath98@gmail.com	7013248720
5	160115733308	Prasanna Danappagari	CSE -1	prasannadanappagari@gmail.com	8333809579
6	160115733066	Bhavya Guduru	CSE -2	bhavyaguduru56@gmail.com	9640846230
7	160115733104	Rohith Reddy Singireddy	CSE -2	rohithsingireddy98@gmail.com	8897704000
8	160115733115	Sushanth Samala	CSE -2	sushanthsamala678@gmail.com	9949992723
9	160115733089	Karthik Kedam	CSE -2	karthikmsdian78@gmail.com	8297373922
10	160115733090	Varun Kashyap	CSE -2	varun9729@gmail.com	7702297711
11	160115733314	Srikanth Karre	CSE -2	ksrikanth910@gmail.com	8099314306
12	160115733335	Kavyasree Karingla	CSE -3	karinglakavyasree090@gmail.com	9000038425
13	160115733124	Gayatri Tawada	CSE -3	gayatritawada20@gmail.com	9985613360
14	160115733131	Madhurima Yella	CSE -3	yellamadhavimohan@gmail.com	9515717095
15	160115733158	Lakshman Amireddy	CSE -3	amireddylakshman@gmail.com	9505656691
16	160115733157	Himanshu Ketan Kapashi	CSE -3	hk.kapashi@gmail.com	9441846302
17	160115733328	Mehraj mohammed	CSE -3	mehrajmd31@gmail.com	8801591393
18	160115735042	KamalVamsi Mesa	ECE-1	kamalvamshi4@gmail.com	8897095583
19	160115735036	Anirudh Kodavatiganti	ECE-1	anirudh5698@gmail.com	9502926138
20	160115735029	Usharani Pathlavath	ECE-1	usharanipathlavath123@gmail.com	9640813380
21	160115735013	Madhuri Kandi	ECE-1	madhuri12359@gmail.com	9100674224
22	160115735060	Vivek Kodepaka	ECE-1	kodepakavivek97@gmail.com	8008962093
23	160114735045	Ranjith Boorugula	ECE-1	ranjith.boorugula04@gmail.com	9010105700
24	160115735009	Harini Kolloju	ECE-1	kollojuharini@gmail.com	7396114611
25	160115735037	Arun Kumar Allam	ECE-1	allamarunkumar32@gmail.com	7286082054
26	160115735002	Apeksha Khairtabad	ECE-1	apekshareddy.k@gmail.com	9642671235
27	160115735089	Bhanu prakash Renikuntla	ECE-2	Bhanuprakash.renikuntla@gmail.com	7794822267
28	160115735314	Rajashekar Reddy Minipuri	ECE-2	rajashekarking4@gmail.com	7730958463
29	160115735065	Bindu Devalla	ECE-2	bindudevalla7897@gmail.com	9908782335
30	160115735110	Saikumar Gajji	ECE-2	saikumarjay143@gmail.com	8801122641
31	160115735068	Monika Satta	ECE-2	monikas4210@gmail.com	7893357117

32	160115735105	Srikanth Naradasu	ECE-2	srikanthnaradasu@gmail.com	9848772044	
33	160115735103	Rahul Devunuri	ECE-2	rahuldevunuri@gmail.com	9652368045	
34	160115735073	Ruchitha Ambothu	ECE-2	ruchitha060@gmail.com	8501996288	
35	160115735173	Suresh Kumar Begari	ECE-3	begarisureshkumarr@gmail.com	9705149236	
36	160115735143	Bhanu Challa	ECE-3	bhanureddy4184@gmail.com	9502645502	
37	160115735167	Kasarla Sai Pratheek Reddy	ECE-3	saipratheekreddykasarla@gmail.com	9010391443	
38	160115735128	Mounika Amgoth	ECE-3	mounikaamgoth564@gmail.com	7036550995	
39	160115735146	Karthik reddy Gaddam	ECE-3	karthikgaddam97@gmail.com	8686839444	
40	160115735171	Sujan Kumar Vasimalla	ECE-3	vasimallasujan@gmail.com	9160572369	
41	160115734025	ADITYA Navuduri	EEE-1	aditya16121997@gmail.com	9705454065	68
42	160115734010	NITHYA REDDY Katepally	EEE-1	nithyakatepally@gmail.com	9100979746	59
43	160115734054	TARUN SAI Potturi	EEE-1	tarun2807@gmail.com	9866764396	88
44	160115734051	SHASHIDHAR MAMIDIPELLI	EEE-1	mshashidhar1@gmail.com	9704049158	87
45	160114734048	SAI VAMSHI Akula	EEE-1	saicharan4119@gmail.com	9000236373	83
46	160115734043	Revanth Varma	EEE-1	Revanthvarma4@gmail.com	9948033377	80
47	160115734045	SAI CHARAN Pobbati	EEE-1	saichm645@gmail.com	8801347804	84
48	160115734023	VAISHNAVI Badhe	EEE-1	Vaishnavipinky2@gmail.com	8522811939	66
49	160114734045	SAI SURYA Indraganti	EEE-1	saisuryaindraganti@gmail.com	8331891319	
50	160115734041	Rahul Thandu	EEE-1	rahulthandu1998@gmail.com	9494065114	79
51	160115734039	PRITHVEESH Lingala	EEE-1	prithveesh97@gmail.com	9502036092	77
52	160115734016	SPOORTHY MUDDASANI	EEE-1	spoorthym15@gmail.com	9866768464	63
53	160115734001	Anukriti Singh	EEE-1	anukriti9768@gmail.com	7018887232	54
54	160115734066	Jai Anusha Duggirala	EEE-2	d.anusha675@gmail.com	8686970308	12
55	160115734106	Sai vivek reddy Yedula	EEE-2	y.saivivekreddy@gmail.com	9676789720	32
56	160114734079	Sumegha Reddy Avula	EEE-2	sumegha_123@yahoo.com	9989908800	6
57	160115734072	Sai Alekhya Datla	EEE-2	alekhyadatla98@gmail.com	7893422444	16
58	160115734088	Joel Vinod Singavarapu	EEE-2	sjoelvinod.007@gmail.com	9110716613	23
59	160115734064	Divya Sai Nemmani	EEE-2	divyasainemmani@gmail.com	7416580157	10
60	160115734078	Sirisha Kethavath	EEE-2	sirishakethavath11@gmail.com	7997819907	19
61	160115734065	Jahnavi Thotakura	EEE-2	jahnnavithotakura5@gmail.com	7799176494	11
62	160115734097	PremSagar Cheviti	EEE-2	premcheviti3@gmail.com	9603593749	27
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103	160115737314	Sadeep Gurram	IT-2	1sanjusandy2@gmail.com	9182741393

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Joining Report

To
The Asst. Engineer,
Operation, Section,
Thallada.

Sir,

Sub:- ES-TSNPDCL- Thallada- Sri Amudala Sagarika, Sub-Engineer
/OP/Thallada - Joining Report - Submitted - Reg.

Ref:- SE/OP/KMM/DE(T)/PO/JAO/ADM/A5/D.No:1981/18,
D.No:31.12.2018.

In Obedience to the references cited above I Sri Amudala Sagarika,
Sub-Engineer/Operation/Section / Thallada here with submitting the joining
report today i.e. 03/01.2019 F.N as Sub- Engineer in operation section Thallada.

Hence kindly accept my Joining Report please.

Yours faithfully,

A. Sagarika

(A Sagarika)
Sub- Engineer,
Operation/Section/ Thallada.

Accepted
My
03/01/19/FN.

NORTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LTD.

OFFICE OF THE
SUPERINTENDING ENGINEER
OPERATION:TSNPDCL:KHAMMAM

Memo.No.SE/OP/KMM/DE(T)/PO/JAO/Adm/A5/D.No.1981/18, Dt. 31.12.18.

Sub:-Estt.- TSNPDCL - Combined Opn.Circle, Khammam- Engineering Service -
Sri/Smt./Kum.Amudala Sagarika S/D/o Amudala Sammaiah - Appointment as
Sub-Engineer (Elec) through Direct Recruitment - Orders - Issued.

- Ref:-**1. Notification No. 2/2018 dated 24-05-2018 published in The Hindu and Namasthe
Namasthe Telangana News Papers.
2. Written examination held on 08-07-2018 .
3. Interim orders of the Hon'ble High Court at Hyderabad in various writ
petitions

Based on the performance in written test held on 08.07.18 and under Regulation 14(a)(1) of APSEB Service Regulations Part-II, as adopted by NPDCL, Sri/Smt./Kum. Amudala Sagarika whose details are mentioned below is hereby provisionally appointed as Sub-Engineer (Elec.) through Direct Recruitment in Combined Operation. Circle, Khammam of TSNPDCL in the time scale of pay of Rs.45205-2225-56330-2655-69605-3100-85105-3560-88665 with usual allowances as admissible from time to time and posted to the place indicated in Colum. No. 6.

SL NO	Hall Ticket No.	Name of the Candidate Sri/Smt./Kum.	Date of Birth	Community	Place of posting
1	2	3	4	5	6
65	1080200	Amudala Sagarika	15.09.1997	SC	AE/Op/Thallada

2. The above appointment now ordered is subject to the following conditions:
- These orders are provisional and liable for termination at any time without notice and without assigning any reasons.
 - The candidate shall be placed on training cum probation for a period of 2 years which includes 1 year training. During the training period, he/she will be paid initial scale of pay of Sub-Engineer with usual allowances as admissible at the place of posting.
 - The candidate should have to serve the company for a minimum period of 5 years after completion of (1) year initial training period. He/ She has to submit an agreement bond to this effect in the enclosed format. If the candidate leaves the Company's service during training period of one year, he/she shall refund the total emoluments received by him/her Plus Rs. 30,000/- (Rupees Thirty thousand only) by way of liquidated damages. If the candidate leaves the corporation without serving a minimum period of 5 years after completion of one year training period, he/she shall have to pay to the Company an amount of Rs. 60,000/- (Rupees sixty thousand only) by way of liquidated damages.

(Contd.....2)

4. The candidate will be governed only by provisions of EPF & MP Act., 1952 and the employees Provident Fund Scheme in terms of T.O.O. CGM(HRD&Trg.) Ms. No. 227, Dated: 07-01-2004 and NO.O.CGM(HRD) Ms. No. 197, Dt: 24-09-2003.

5. The above candidate is further informed that his/ her appointment is subject to the result of W.P. Nos.13749, 37152, 25648, 41102, 21409, 19831, 22188, 42621, 35646, 40384, 35918, 46305, 46117, 46293, 46878, 46307, 46672 & 46029 of 2018 and any other court cases pending before the Hon'ble high Court at Hyderabad.

6. The above candidate, if he/she agrees for the above conditions, is directed to report for duty at the place of posting within (30) days from the date of this order duly obtaining clearance from the undersigned by submitting the documents as mentioned above, failing which it will be construed that the candidate is not interested to work in TSNPDCL and subsequently his/her appointment will be cancelled without any notice.

Encl: i) Undertaking
ii) Agreement format
iii) Physical fitness certificate format
iv) Attestation forms format
v) Annexure-I, II & III.


K.RAMESH
SUPERINTENDING ENGINEER
OPERATION ::NPDCL ::KHAMMAM

To
Sri/Smt/ Kum. Amudala Sagarika

Copy to:
The Divisional Engineers/ Opn./ Sathupally & Wyra
The Asst.Divisional Engineer/Op/SD/Thallada
The Asst. Engineer/Op/Thallada
The Stock file.

Copy Submitted to:
The Chairman & Managing Director / TSNPDCL/ Warangal.
The Chief General Manager (HRD)/ TSNPDCL/ Warangal.
The Joint Secretary / TSNPDCL / Warangal.

//FORWARDED::BY ORDER//


PERSONNEL OFFICER(FAC)

31/12/18



Strictly Private and Confidential

23-Apr-2019

Amena Nousheen

h.no:4-8/12/1yenugondamahabubnagar

9581657764

Dear Amena,

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,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

14-Feb-2019

SANDRU VENKAT ADITYA

8-1-84, old beet bazar, chowrasta, warangal

9848212296

Dear SANDRU,

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

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

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

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

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

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

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

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

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

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

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

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

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

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

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.



Deloitte Support Services India Private Limited

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

Tel: +91 040 67621000
www.deloitte.com

Mr. Mustak Ahmed MD

**Flat No:203,Millenium Plaza Apartments, Near Pearl Palace, Function Hall,Pillar No:176,Upparpally,
Hyderabad - 500048**

Subject: Offer of Employment

Dear Mustak Ahmed MD:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst - Market Development*** 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 **May 27, 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 **May 27, 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 amounts in cash and or in kind, which could be referred as rewards, awards, and gifts, as 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,

* As you are aware, the business operations of **Deloitte Support Services India Private Limited** ("Employer") are closely aligned with the professional services provided by Deloitte Services LP. In accordance with the level mapping with the U.S., your position with the Employer as **Analyst** is closely aligned with the position of **Career Level 3** of Deloitte Services LP. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer.

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 **May 27, 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 India (Offices of the US) 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 Support Services 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.

Mustak Ahmed MD, 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 Support Services India Private Limited

Best regards,

DocuSigned by:

Anuradha Panday

F6236C05C1A44C5...

Authorized Signatory

Mr. Mustak Ahmed MD

Acceptance

I, **Mustak Ahmed MD**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Digitally signed by
Mustak Ahmed MD
2449DD4E409C402...

Signature

Date

Annexure A

Mr. Mustak Ahmed MD

Analyst - Market Development

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}	14,307	1,71,684
Leave Travel Allowance ²	1,460	17,520
Meal Card ³	2,200	26,400
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>
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 prerequisite 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 amounts in cash and or in kind, which could be referred as rewards, awards, and gifts, as 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.



Mustak Ahmed MD

Hyderabad

Annexure B

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

In consideration of my employment by **Deloitte Support Services 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 **Analyst - Market Development** 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, **Analyst - Market Development** 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 there for 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 Support Services India Private Limited

Talent
Authorized Signatory

Effective as of **May 27, 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 SUPPORT SERVICES 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 Support Services 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 Support Services 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 India (Offices of the US).

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.

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

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

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) 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 **May 27, 2019**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

Name



Dear **Mustak Ahmed MD**,

On behalf of **Deloitte Support Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst - Market Development** pursuant to the terms and conditions of your offer letter dated **May 27, 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



HRD/3T/19-20/12669411

Ms. Akhila Marri
Candidate ID: 12669411
H.No: 2-58, Vill: Rangapeta,
Mdl: Manakondur
Karimnagar - 505469
Telangana
India
Ph: (91) 80084 38036

September 5, 2019

Dear Akhila,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:37 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669411

September 5, 2019

Ms. Akhila Marri
Candidate ID: 12669411
H.No: 2-58,Vill: Rangapeta,
Mdl: Manakondur
Karimnagar - 505469
Telangana
India
Ph: (91) 80084 38036

Dear Akhila,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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

Leave

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

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

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

Agreement:

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

Compensation and Benefits

Salary

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

Training Performance- linked Incentive

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

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice period

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

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

Background checks

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

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

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

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

Other terms and conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your name Location

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

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Akhila Marri
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. Akhila Marri
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				



16-04

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Feb-2019

ANUSHA GOPIDI
2-4-1164, VIDYA NAGAR, HANAMKONDA, WARANGAL
8801471657

Dear **ANUSHA,**

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 _____



Congrats! Offer From Accenture

Inbox



campus.offerletter... 23 Apr

to me ▾



23-Apr-2019

ANUSHREE GHOSHAL

CANDIDATE ID:C7932114

UNIQUE REFERENCE NUMBER/UNIQUE ID:a7d5340f-b520-4384-b6e2-d68ae03d71b8_1

Dear **ANUSHREE GHOSHAL**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on

**Deloitte Support Services India
Private Limited**

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

Tel: +91 040 67621000
www.deloitte.com

04/25/2019

Mr. Gautham Reddy Chinta
Flat No: H-1003, Aparna Sarovar Grande, Nallagandla,
Hyderabad - 500019

Subject: Offer of Employment

Dear Gautham Reddy Chinta:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst - Market Development*** 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 **May 27, 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 **May 27, 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 amounts in cash and or in kind, which could be referred as rewards, awards, and gifts, as 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,

* As you are aware, the business operations of **Deloitte Support Services India Private Limited** ("Employer") are closely aligned with the professional services provided by Deloitte Services LP. In accordance with the level mapping with the U.S., your position with the Employer as **Analyst** is closely aligned with the position of **Career Level 3** of Deloitte Services LP. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer.

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 **May 27, 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 India (Offices of the US) 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 Support Services 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.

Gautham Reddy Chinta, 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 Support Services India Private Limited
Best regards,

DocuSigned by:

Anuradha Panday

F6236C05C1A44C5...

Authorized Signatory

Mr. Gautham Reddy Chinta

Acceptance

I, **Gautham Reddy Chinta**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Gautham Reddy Chinta
6E6528AF34084AF...

04/25/2019

Signature

Date

16-22



Strictly Private and Confidential

10-Apr-2019

NAVEENA DESAI

2-5B(Village) Pandirla Palli,(Post)Gundlakonda, Krishnagiri, K.n.Puram, Kurnool
7981446436

Dear NAVEENA,

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 _____

Novartis Healthcare Pvt. Ltd.
Salarpuria Sattva, Sy. No. 83/1, Plot No. 2,
Rayadurg Panmaktha Villiage,
Serilingampally (Mandal),
RR (Dist), Hyderabad - 500081
Telangana, India

Tel: +91 40 6758 2000
Website: www.novartis.com
CIN - U15202MH1997PTC111257

16th April 2019

Nihal Singh,
Nacharam

Dear Nihal,

Sub: Letter of Contract
Ref: 2019 /266189 BR

We take pleasure in offering you an appointment as '**Associate Clinical Database Developer**' with Novartis Healthcare Private Limited ("Novartis or the Company") as per the terms of reference given below.

Your appointment will be effective from the date of joining which shall not be later than 19th August 2019 and based in Hyderabad. Your appointment is in **Band 7** of the Novartis Global Job Family Architecture.

The terms of your appointment are as follows:

1. PLACE OF WORK

- a) You may periodically be required to attend at such a place or places within or outside the country for the purpose of carrying out your duties. You can be transferred to any other department or Group Company within or outside India.
- b) Novartis is entitled to loan your services to any other Company in which it may be or become interested in any manner whether directly or indirectly or in any other firm or company which is or may be an affiliate, associate or subsidiary of Novartis.

2. PROBATION PERIOD

The probation period is 6 months, commencing on the date of joining. At the discretion of Novartis, the probation period may be extended.

3. CONFIRMATION IN COMPANY'S SERVICE

Upon completion of probation period, your employment will be confirmed unless notified in writing that there is an extension of your probation period

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Telangana, India

Tel: +91 40 6758 2000
Website: www.novartis.com
CIN - U15202MH1997PTC111257

4. HOURS OF WORK

You will serve Novartis during such daily hours of work as may be defined by Novartis and the exigencies of work, in accordance with Company Policy.

5. LEAVE

Novartis will grant you Annual Leave of 29 working days (paid) leave per year. If you join Novartis during the year, you will be entitled to Annual leave on a pro-rata basis. Accumulation and / or encashment of Annual Leave is in accordance with Company Policy. (For more details Refer to annexure C (clause 6))

6. COMPENSATION :

- 1.1 As part of your annual compensation, you will receive a total Cost to Company (CTC) of **INR 480,000/-** (The details of your CTC breakdown are provided in the **Annexure A**).
- 1.2 You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer as further explained in **Annexure B**.
- 1.3 All associates relocating to Hyderabad will be entitled for the Relocation Entitlements as further explained in **Annexure C**.

For any hire leaving the organization within one year of joining the company, all reimbursements made towards relocation expenses claimed at the time of joining (including Settling in allowance) will be recovered fully.

Your CTC 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.

7. DUTIES AND OBLIGATIONS

You agree to

- a) Conduct yourself with decorum and will efficiently and honestly discharge and perform all duties and functions appertaining to your employment as also such other duties as you may be required to perform by Novartis, or by any duly authorized Officer of Novartis, which are consistent with your employment in relation to the business of Novartis;
- b) Obey and comply with all lawful orders and directions given to you by Novartis or by any person duly authorised by Novartis in that behalf and faithfully obey all the rules, regulations and arrangements of Novartis applicable to you for the management of Novartis's property or for the control and good conduct of the Novartis's employees;
- c) Give and devote the whole of your working time exclusively to your duties with Novartis. Whilst serving Novartis you will not engage yourself directly or indirectly without the prior consent in writing of Novartis with or without remuneration in any capacity, business or activity which Novartis may in its sole discretion consider contrary to or inconsistent with the duties and obligations hereunder and/or which Novartis in its sole discretion deems prejudicial to its interest.

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- d) Not directly or indirectly take up any gainful employment or service on behalf of third parties and will not engage in business or on your own account unless specifically authorized in writing by the Management of Novartis to do so;
- e) Adhere to the Code of Conduct, the Novartis Group Conflicts of Interest Policy, the Guidelines on Reporting Violations of Law and Policies and all other Novartis policies, procedures, guidelines and other such items applicable, enforced, amended or altered from time to time to your work, and you are aware that a violation of such policies could lead to disciplinary actions up to and including termination of employment. The guidelines which may be amended from time to time through publication on Novartis intranet or otherwise form an integrated part of this contract and the Company's payment of any incentive is conditioned on your compliance with these guidelines and with applicable laws.
- f) Accordingly, in case the Company determines that you have violated the law or any provisions of the guidelines in a material way (e.g. fraud, bribes, illegal marketing practices such as off-label promotion, or offering kick-backs), you will not earn or receive any incentive for any period in which such violation(s) occurred or were discovered, and you agree to promptly repay any incentive already received for any period in which such violation(s) occurred or were discovered.
- g) Inform Novartis at once of any act of dishonesty and/or any action prejudicial to the interest of Novartis on the part of any person which may come to your knowledge;
- h) Use all tools provided by Novartis for professional purposes only. Internet and e-mail access are provided to you as business communication tools for appropriate internal and external business uses. Generation, transmission or storage of potentially offensive information is not allowed. This includes, but is not limited to profanity, material derogatory to any ethnic, gender-based or other groups of people, or sexually explicit material, threats, harassment, defamation etc. Furthermore, you agree to always act in the interest of Novartis. Should you not respect this requirement of professional use, Novartis will be allowed to take disciplinary action which may lead up to and including termination of employment.

8. SPECIAL UNDERTAKINGS

- a) You will not under any circumstances during your employment (whether during probation or after confirmation) or at any time or after the termination for whatever reasons of your employment with Novartis except with prior sanction in writing of Novartis divulge, make any use of or disclose either directly or indirectly to any person, firm or body corporate:
 - i. Any knowledge, confidential information or document belonging to Novartis Group of Companies which you may acquire or which may come into your possession or custody during the course of or as incidental to your employment with Novartis concerning the business, affairs, finances or property of Novartis or of any Company which is a subsidiary, associate or affiliate of Novartis or any activity, business dealings or transaction in which Novartis or such subsidiary, associate or affiliate may be or become concerned or interested whether directly or indirectly; and "confidential information" shall be deemed to mean and include:

All information that has not been made public by Novartis itself or any of its directly or indirectly associated companies whether in Annual Reports or Statements to shareholders, in handouts or statements to the press, in lectures or publications by authorised employees.

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Telangana, India

Tel: +91 40 6758 2000
Website: www.novartis.com
CIN - U15202MH1997PTC111257

Details of your remuneration and other benefits/perquisites as well as those of fellow employees

In case of doubt the management of Novartis shall rule whether or not a given item of information is confidential and which ruling shall be accepted by you as final.

- ii. Any secret technical information, knowledge, processes or details of any process (whether patented or otherwise), methods of manufacture or other trade secrets or documents that may be obtained by you during the course of your employment and in relation to the business affairs, processes, patented or otherwise, owned by Novartis or in relation to processes held in trust for Novartis or in respect whereof Novartis is a licensee, sub-licensee or agent or which may come into your possession or custody or which you may acquire during or in the course of your employment with Novartis.
 - (b) Discoveries or inventions made by you during the period of your employment or in the course of your work or using Novartis resources or experience shall be the property of Novartis. The same applies to industrial designs, models and copyrights. Financial rewards for such intellectual products are deemed to be covered in the remuneration paid to you.
 - (c) You will not divulge confidential information even to fellow employees, except where necessary for the conduct of business.
 - (d) You will remain bound by the confidentiality clause even after leaving Novartis's employment for whatever reason, including retirement.
 - (e) You will not at any time during the continuance or after the termination of your employment with Novartis make any use whatsoever for your own or any other purpose or purposes any information, knowledge or know-how that may be obtained by you directly or indirectly during the course of or incidental to your employment in relation to the business affairs, processes or products patented or otherwise owned by Novartis or in respect to processes held in trust for Novartis or in respect whereof Novartis is a licensee, sub-licensee or agent.
 - (f) Any improvements, inventions and discoveries (whether patented or otherwise) including the areas of industrial designs, models and copy rights which you may make either alone or in conjunction with any other person during your employment with Novartis shall faithfully be communicated by you to Novartis and shall become the sole and exclusive property of Novartis and Novartis shall be entitled without any payment to you to use the same during the continuance of your employment and at all times thereafter. You shall not make use of such improvement, invention or discovery for your own benefit or for the benefit of others either during the continuance of your employment or at any time thereafter.
 - (g) You will, whenever requested so to do by Novartis, execute or sign any oral applications, assignments or other instruments which Novartis may deem necessary or advisable in order to apply for and obtain Patent, copy rights, design registrations and other forms of protection for or in relation to the said improvements, information and discoveries in such countries as Novartis may direct and to vest in Novartis whole title or interest therein or thereto.
- You understand that any non-compliance and/or breach with/of the provisions contained in this clause above will attract civil and/or criminal action against you including action for criminal breach of trust both during the period of your employment with Novartis and at any time thereafter.
- (h) It is often necessary for you to provide to Novartis prior to and/or during your employment with Novartis, data about yourself and your family or for Novartis to collect information about yourself that is subject to applicable

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data protection, privacy or other similar laws (collectively your "Personal Information") from time to time in connection with your employment or prospective employment (or your engagement or prospective engagement) with Novartis. You agree that Novartis may process your Personal Information including your personal data and other data including your name, photo, date of birth, address, position, performance appraisal, salary, bank account, or other payment instrument details, physical, physiological or mental health or medical condition, details of identity documents, proof of address and other contact details, information concerning marital status, religion, medical records and history, biometric information, commission or alleged commission of any offence or proceedings for any offence committed or alleged to have been committed, the disposal of such proceedings or the sentence of any court in such proceedings.

- (i) Personal Information you provide will be collected, used and otherwise processed by Novartis to the extent it is necessary for the following purposes:
1. For administration of your employment with Novartis for purposes including processing of payroll and other employment benefits, development, training, career planning, performance assessment or is otherwise necessary in relation to your employment with Novartis.
 2. Business process execution, including delivering services to clients;
 3. Human resource management, including:
 - 3.1 The identification and determination of eligibility for employment in the country in which Novartis is established generally and qualifications relevant to employment with Novartis
 - 3.2 Pre-employment verification of information provided by prospective employees which include: checking the accuracy and completeness of the details (such as qualifications) provided by prospective employees;
 - 3.3 Pre-employment vetting of prospective employees' background and circumstances which may include: conducting background checks in relation to criminal records, obtaining information from credit bureaus to check for employees' creditworthiness, conducting reference checks in relation to employees' job suitability;
 - 3.4 Assessing individual work performance, attendance and disciplinary record;
 - 3.5 Conducting employee disciplinary proceedings;
 - 3.6 Conducting training of employees;
 - 3.7 Reviewing salaries, bonuses and other benefits;
 - 3.8 Providing employee references which include: letters to third parties providing employee's details (excluding salary information) of employment with Novartis
 - 3.9 Monitoring your business communications (by monitoring telephone, email and internet traffic data i.e. sender, receiver, subject; date and time of text messages; attachments to email; numbers called and duration of calls; domain names of web sites visited, duration of visits; and files downloaded from the internet) if required in any investigation;
 - 3.10 Disclosure to the tax and immigration authorities; and

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3.11 All other matters relating to your employment with Novartis as Novartis consider being necessary or appropriate.

- (j) Personal Information provided to Novartis and any employment agency or recruiter appointed by Novartis in relation to your employment with Novartis will generally be kept confidential but you hereby consent and authorize Novartis to provide or disclose your Personal Information for the purposes stated in paragraph above to the following persons:
1. Any person to whom Novartis is compelled or required to do so under law or in response to a competent or government agency;
 2. Any person where public interest or Novartis interests require disclosure;
 3. Any agent or third party service provider who provides administrative, telecommunications, computer or other services to Novartis in connection with its business;
 4. Any person seeking employment references;
 5. Pension or insurance companies with whom Novartis has arranged benefits coverage for its employees; and
 6. Such sub-contractors or third party service or product providers as Novartis may determine to be necessary or appropriate.
- (k) You further agree that Personal Information may, if necessary for the purposes specified above, be transferred to third parties, including any other company within the Novartis group of companies, their advisors, third parties providing products and services, such as suppliers of IT systems, pension funds, other benefits, stock options and payroll administration, as well as to regulatory authorities if required by law. You have an option to know the agencies collecting and retaining your information and have an option to not to provide the data or information sought to be collected and an option to withdraw your consent given earlier. Such withdrawal of the consent shall be sent in writing to Novartis. In the case of provider of information not providing or later on withdrawing his consent, Novartis shall have the right to terminate the employment of such provider with immediate effect.
- (l) You further agree that Novartis, as well as third parties who process your Personal Information as described above, may process the Personal Information in the country where you are employed as well as in other countries world-wide. Novartis shall ensure that third parties described above shall process the received Personal Information in accordance with the purpose and within the limits under which the data was originally collected and that third parties shall provide at least the same level of protection as Novartis. Provided, however, your Personal Information shall be shared without your consent with Government agencies mandated under the law for the purpose of verification of identity, or for prevention, detection, investigation including cyber incidents, prosecution, and punishment of offences.
- (m) Where Novartis considers it necessary or appropriate for the purposes of data storage or processing or human resource management, Novartis may transfer your Personal Information to another member of Novartis & its Group companies or third party service or product providers within or outside the country in which Novartis is established, under conditions of confidentiality and similar levels of security.
- (n) You have the right to request access to and correction of information about you held by Novartis and you may:
1. Check whether Novartis holds or uses your Personal Information and request access to such data;
 2. Request that Novartis correct any of your Personal Information that is inaccurate, incomplete or out-of-date;

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3. Request that your Personal Information is retained by Novartis only as long as necessary for the fulfilment of the purposes for which it was collected;
4. Request that Novartis specify or explain its policies and procedures in relation to data and types of Personal Information handled by Novartis and
5. Withdraw, in full or in part, your consent given previously, in each case subject to any applicable legal restrictions, contractual conditions and a reasonable time period.

Provided however, Novartis shall not be responsible for the authenticity of the Personal Information or sensitive personal data or information supplied by you.

- (o) You may be required, as part of your work for Novartis, to collect, store, use and share the personal information of individuals. When you do so, the Novartis Global Privacy policies along with the India Data Privacy SOP and the Binding Corporate Rules (BCR) direct you to follow the rules down laid therein. It is important that you only collect, access and use Personal Information to the extent necessary for your work. If Indian law requires a higher level of protection for Personal Information than BCR, the more stringent rules shall be followed and implemented. On the other hand, the BCR take precedence if local laws provide a lower level of protection for Personal Information. Novartis BCR are principles, rules and tools governing the international transfer of Personal Information within the Novartis Group. Our BCR are based on the Novartis privacy standards as set in our "Novartis Policy on the Protection of Personal Information" and its implementation guidelines and standard operating procedures.
- (p) The Global Privacy policies along with the India Data Privacy SOP and BCR form an integral part of your terms of employment with Novartis.
- (q) The person to whom written requests for access to Personal Information or correction and/or deletion of Personal Information or for information regarding policies and procedures and types of Personal Information handled by Novartis is:

Head Human Resources,
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Telangana, India

To learn more about our Privacy Policy, please read our Personal Information Policy at:
http://legal.novartis.net/Documents/group-data-privacy/global-privacy-policy/2016/Policy_on_Protection_of_personal_info_EN.pdf

9. ASSIGNMENT AND PLEDGING OF BENEFITS

You will neither assign nor pledge to third parties any financial or other benefits to which you are entitled under the terms of this contract.

10. ACCEPTANCE OF GIFTS

You shall not accept or undertake to accept either directly or indirectly any gifts, commissions or other favour of any kind whatsoever in connection with your work without the prior knowledge of the Management of Novartis, in accordance with Company Policy.

11. RESIGNATION

- a) You are at liberty to resign at any time by giving 3 months' prior notice. On mutual agreement, in the event of your leaving the employment of Novartis without serving complete notice period as aforesaid, you will be liable to pay to Novartis a sum equivalent to twice the monthly Basic Salary in lieu of shortfall of notice period
- b) During probation, you are at liberty to resign at any time by giving 1 month's prior notice in writing. On mutual agreement, in the event of your leaving the employment of Novartis without serving complete notice period as aforesaid, you will be liable to pay to Novartis a sum equivalent to twice the monthly basic Salary in lieu of shortfall of notice period.

12. TERMINATION

- a) Novartis is at liberty to terminate your employment at any time without assigning any reason whatsoever by giving you 3 months' notice in writing in that behalf or by paying in addition to the remuneration then due to you, a sum equivalent to twice the monthly Basic Salary in lieu of shortfall of notice period, as the case may be, excluding allowances in lieu of notice and upon the expiration of such notice (whether the same shall expire at the end of any month of service or at any other time whatsoever), or upon such payment being made by Novartis, as the case may be, your employment with Novartis shall cease forthwith.
- b) Without prejudice to any of the rights and remedies which Novartis may have against you, Novartis shall be entitled to terminate your employment forthwith without giving any notice whatsoever or payment in lieu thereof in case of any act of non-compliance with respect to the Code of Conduct or breach of Corporate Citizenship guidelines issued from time to time, disobedience, indiscipline, insubordination, incivility, insobriety, dishonesty, irregular attendance or other serious misconduct or negligence on your part or incompetence in the discharge of your duty, or the breach by you of any of the terms of your employment or if you become bankrupt or are adjudged insolvent or on your compromising with your creditors.
- c) For the purpose of sub-clause (b) hereof Novartis's opinion as to whether any of the events mentioned therein has occurred shall be final and binding on you and you shall not be entitled to question the same on any ground whatsoever.
- d) During your probation period, Novartis shall be at liberty to determine your employment at any time without assigning any reason whatsoever by giving you 1 months' notice in writing or by paying in addition to the remuneration then due to you, a sum equivalent to twice the monthly Basic Salary in lieu of shortfall of notice period, as the case may be, excluding allowances in lieu of notice and upon the expiration of such notice or upon such payment being made by Novartis, as the case may be, your employment with Novartis shall cease forthwith.

13. CONSEQUENCES UPON TERMINATION

- (a) Upon termination or determination of your employment with Novartis for any reason whatsoever, you will immediately:

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- i) Hand over charge to such person or persons as may be nominated by Novartis in that behalf and
 - ii) surrender to the Management or its nominated/authorised representative all original or the copies of business documents, blueprints, reproductions or any data, tables, calculations, diaries, notes or books and correspondence either addressed to you by Novartis or received by you for and on behalf of Novartis and all items belonging to Novartis, (e.g. software, data carriers) and other documents, records, property and effects of Novartis as may be in your possession or custody pertaining to or connected with the business of Novartis or any subsidiary, associate or affiliate of Novartis.
 - iii) if required by the Management to do so, surrender such documents and items any time even during your term of contract/employment with Novartis.
- (b) Without prejudice to Novartis's other rights and remedies, Novartis shall be entitled to deduct from your emoluments, if any herein, the amount of any claims which Novartis may have against you either under the terms of your employment or otherwise howsoever.

14. RETIREMENT

You will retire from Novartis's employment and your employment will terminate on your attaining the age of retirement in accordance with Company Policy. As per the present policy of Novartis, your retirement age is 60 years. Your age as entered in Novartis's books at the time of your employment shall be final and binding on both Parties.

On your retirement from the employment of Novartis, the provisions of Clause 6 above shall remain applicable to you.

15. SERVICE OF NOTICE

All notices under this Agreement shall be in writing and all shall be served by sending the same by registered post in the case of Novartis to the registered office of the company and in your case to your last known address and in proving service thereof it shall be sufficient to show that such notice was properly addressed and posted.

16. JURISDICTION

This Contract of Employment will be construed in accordance with the laws of the Union of India and will be deemed to have been made in Hyderabad and any dispute arising from this Contract will be adjudicated upon or decided in the first instance by the appropriate court in Hyderabad to the exclusion of all other places in India or abroad.

17. REFERENCE AND/OR BACKGROUND CHECK

This appointment is subject to satisfactory results of a reference and / or background check. If at any time in future, it comes to light that any of the information furnished by you is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

18. TAX

Novartis assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. Provided however, Novartis may from time to time, deduct any

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statutory deductions / withholding tax as may be required by applicable law that has to be complied as an employer.

19. ADDITIONAL RULES & REGULATIONS

In addition to the terms and conditions of employment mentioned herein, you will also be governed by the rules, regulations and procedures of Novartis (“**Company & HR Policies**”) as applicable, enforced, amended or altered from time to time during the course of your employment.

Novartis retains the right to add, alter, modify or abrogate from time to time any term of the Contract of Employment, including remuneration and perquisites, which will be communicated to you either by individual letter or by circular.

We enclose this letter in duplicate, and would be obliged if you kindly return to us **within seven days** the duplicate duly signed and dated by you as acceptance of the aforesaid terms and conditions of employment.

Please note that once accepted you are bound by all the above terms & conditions of the contract.

Yours sincerely,

For Novartis Healthcare Private Limited.

For Novartis Healthcare Private Limited.

Authorized Signatory

Human Resources

I _____ hereby accept and agree to this employment contract.

I promise to abide by the rules, regulations and other Novartis Company policies as applicable, enforced, amended or altered from time to time during the course of my employment and abide by any agreement entered between myself and Novartis.

Signature:

Nihal Singh

Place:

Date:

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Annexure A
Your CTC break up is as mentioned below:

Basic Salary	180,012
*Flexi Compensation Plan	227,418
Annual Base Salary	407,430
Employer's Contribution to Provident Fund	21,601
Gratuity	10,225
Retirals	31,826
Total Fixed Pay	439,257
Target Annual Incentive**(10%)	40,743
Total Cost To Company	480,000

*You will be covered under Flexi Plan "B"

Compensation

Below is the method used to calculate your total cost to company

Component	Elements/Calculation
Total Fixed Pay	<p>Sum of (Basic Salary, Flexi Compensation and Retirals)</p> <p>Flexi Compensation: Flexible Compensation Plan provides associates with the option of structuring their salary among many elements based as per their individual needs such as House Rent Allowance, Medical Reimbursement, Leave Travel allowance, Fuel Reimbursement, Driver reimbursement, Food Coupons etc.</p> <p>Retirals : Sum of (Provident Fund Contribution and Gratuity)</p> <p>a) EMPLOYEE PROVIDENT FUND & EMPLOYEE PENSION SCHEME</p> <p>You will become a member of the Provident Fund in accordance with Company Policy. The company will also contribute 12% of your Basic salary towards this fund/ pension scheme.</p> <p>b) GRATUITY</p> <p>Upon separation from the company, Gratuity will be payable in accordance with the statutory provisions subject to completion of minimum of five years of employment with Novartis Healthcare Private</p>

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	Limited. Gratuity is calculated at 5.68% of Basic Salary as mentioned in Sec 5 under the Salary and Allowances section.
Annual Base Salary	Total Fixed Pay minus Retirals
Target Annual Incentive	<p>Annual Base Salary multiplied by Target Bonus Percentage (which varies from 7% to 30%, depending on your Band in accordance with Novartis Global Job Family Architecture (GJFA))</p> <p>**The Annual Incentive is based on the individual's and Novartis's performance each fiscal year and, in some situations, could exceed the payout range indicated. On resignation or termination of employment contract the annual performance incentive will be decided in accordance with prevailing Company policy. You need to be on active payroll as on 31st December to be eligible for Annual Incentive.</p>
Total Cost to Company	Sum of (Total Fixed Pay & Target Annual Incentive)

Annexure B Other Benefits

1. Flexible work hours

You can report to work at any time between 9:00 and 11:00 a.m. and leave between 5:00 and 7:00 p.m., providing you work a total of eight hours in a day. Flexible reporting hours must be discussed with Manager and agreed upon. Our policies also allow working part-time and working from home.

2. Personal Accident Insurance

You will be covered under the group personal accident policy to cover against unfortunate incidents. In the event of disablement of any nature and magnitude including fatality, you will be entitled to amount upto 60 times of your last drawn basic salary in accordance with the Insurance rules & Company policy.

3. Hospitalization Expenses

You will be entitled to Hospitalization expenses, for self and family members under the Novartis's Hospitalization Scheme / Medclaim Scheme subject to and in accordance with Company Policy.

Medical Insurance / Hospitalization Insurance:

You and your dependents are covered under our group hospitalization insurance policy up to a limit of INR 300,000 per year (for all employees up to the age of 44) and INR 500,000 per year (for all employees of age 45 and above). In case you are unmarried, dependents include parents only. In case you are married, dependents include spouse and children only.

4. Group Term Life Insurance:

You are covered under Group Term Life Insurance for 3 times of Annual Base Salary subject to minimum life cover of INR 15 Lakhs

5. Voluntary Parental Medical Insurance Scheme (Optional):

Employees can choose to cover parents and/or parents-in-law on a voluntary basis into the Medical Insurance scheme. The entire (100%) insurance premium will be paid by the employee who opts to utilize this policy. You can choose to cover up to INR 300,000 or INR 500,000 per parent pair.

6. Employee Deposit Linked Insurance Scheme (EDLI):

This is a life cover paid as per the Provident Fund Act. You are covered up to an amount of INR 600,000 as per the EDLI rules or as defined by the Company.

7. Transportation services:

Novartis Hyderabad provides free transport services from designated locations to the office and back. Air-conditioned buses are used during the peak summer months.

8. Day-care facilities:

You may use our paid in-house day-care center (depending upon the availability) – as well as the day-care vendor’s other premises – for your children.

9. Health club:

Our gym, including its attached trainer, physiotherapist and nutritionist are available to you at no cost.

10. Other facilities:

You are also entitled to use a number of other Company-provided facilities. These include the medical room with an on-call doctor, the recreation room, concierge services, the in-house ATM, and the prayer/meditation room.

11. LEAVE

Type	Details
Annual Leave	Novartis will grant you Annual Leave of 29 working days (paid) leave per year. If you join Novartis during the year, you will be entitled to Annual leave on a pro-rata basis. Accumulation and / or encashment of Annual Leave is in accordance with Company Policy.
Sick Leave	The company may, at its discretion, grant sick leave to an associate, based on the nature of sickness. Sick leaves can neither be accumulated nor encashed nor carried forward to the next year.
Marriage Leave	Employee can avail 2 working days of leave at the time of their own marriage.
Bereavement Leave	In the unfortunate event of the death of parent, sibling, spouse or child, employees can avail 2 working days leave within a period of 3 months of the event.
Paternity Leave	10 working days
Maternity Leave	Maternity Leave (ML) can be availed to a maximum of 6 months. 12 weeks of ML is compulsory at the time of delivery for all women employees. Women employee has the choice to avail of fully paid leave up to six months (including 12 weeks of mandatory leave) Expecting and nursing mothers may arrive at work late or leave work early by two hours, as detailed in our Policy.
Adoption Leave	Women associates can avail 3 months leave and male associates can avail 10 working days leave , succeeding the adoption of a child

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Annexure C

Benefits - Domestic Relocation Reimbursement

Item	Details
Settling allowance	One month's basic salary will be paid out to you if you are joining us from outside Hyderabad. You can use this amount for settling-in at Hyderabad, vehicle registration, school admission etc.
Relocation of goods	Cost of Transportation of personal household goods including all insurance costs is reimbursable to the associate. Transportation should be only from the current place of posting/Home town to Hyderabad and claims from any other place in India are not allowed. Transportation of goods will be done through Novartis preferred vendor. Associate will be responsible for paying the transport agency and the amount will be reimbursed on joining the Company. In case the Novartis preferred vendor does not operate in the hometown or current place of posting of the associate, he/she should obtain three quotes from transport agencies and the best of three will be approved by the HR Business Partner for that Line Function.
Pre-visit and relocation of family	<p>Associates in GJFA Bands 6-8 are entitled to one pre-visit (for self only) to the location. One time travel (final relocation) of all the eligible family members from the current place of stay to the location of posting will be reimbursed. An associate is entitled for a maximum of three single trips including the pre-visit and final relocation. (Economy air fare and conveyance from airport to & fro to temporary accommodation will be reimbursed)</p> <p>Associates in GJFA Bands 1-5 are entitled to one pre-visit to the location for self and immediate family for the purpose of house search & school admissions. An associate & immediate family is entitled for a maximum of three single trips including the pre-visit and final relocation. (Economy air fare and conveyance from airport to and fro to temporary accommodation will be reimbursed).</p>
Temporary accommodation	<p>You and dependent members of your family are entitled to our Company's guesthouse for up to 14 days (including pre-visit) while searching for a residence in Hyderabad.</p> <p>The lodging and boarding facility can be split towards pre-visit and relocation as per the individual's needs. Such temporary accommodation will be provided at company leased/contracted sites for self and immediate family (including dependent parents) on relocation. Temporary accommodation must be availed by the associate within ten days of Joining the company.</p>

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Brokerage for house search (if applicable)	In case you are required to pay brokerage while finalizing a residence in Hyderabad, this will be reimbursed up to a maximum amount of one month's rent. Copy of signed house agreement along with the receipt of brokerage will need to be submitted to claim the same.
Security deposit	In case you are required to pay a caution deposit on your new residence, an interest free loan of this amount can be taken from the Company. This will be recovered in equal instalments from your monthly salary. Copy of signed house agreement will need to be submitted to claim the same.
Relocation Leave	5 working days, only for outstation candidates. It can be availed within 6 months from the date of joining. The leave can be availed continuously or as and when required.

*Immediate Family: Spouse and Children only. In case parents are also relocating with you, they are covered in the final relocation

Procedures and conditions

- Associates are entitled to airfare for dependent Parents only on final relocation.
- The Company will make the necessary stay arrangements and reimburse boarding expenses but will not cover expenses towards local conveyance to office/work and other miscellaneous expenses.
- Relocation Leave & Benefits: must be availed within Six (6) months from the date of joining and can be availed continuously or as and when required
- All the above reimbursements are on actual and paid through payroll.
- Transportation of house hold goods and personal vehicles will be the responsibility of the concerned associate and the Company is not responsible for any damage, loss etc. of the goods/vehicles while in transit.
- Claims for reimbursements shall be approved by the respective Line Function Head and forwarded to payroll for payment.
- Associates are not entitled for any advance against any of the above expenses and all expenses will be reimbursed only against claims submitted as per the policy.
- Relocation claims except pre-visit have to be in single claim with supporting bills in original, part reimbursement is not allowed.



Offer: Computer Consultancy
Ref: TCSL/CT20192700439/Hyderabad
Date: 18/10/2019

Mr. Praveen Jha
Flat Number 102, White House , Rc Reddy Nagar Colony,
Ramachandrapuram,
Hyderabad-502032,
Telangana.
Tel# -

Dear Praveen Jha,

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 **₹3,53,569/-** 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/CT20192700439

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹11,000/- 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 ₹4,400/- 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 ₹7,640/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Program.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

TCS Confidential

TCSL/CT20192700439

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



Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your



possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance



are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN



card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary

- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its



professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Praveen Jha
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	11,000	1,32,000
Bouquet Of Benefits #	13,457	1,61,480
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	1,320	15,840
Gratuity	529	6,349
Total of Annual Components & Retirals	1,849	30,089
TOTAL GROSS	28,806	3,53,569

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	4,400	52,800
Leave Travel Assistance	917	11,000
Food Card	500	6,000
Personal Allowance	7,640	91,680
GROSS BOUQUET OF BENEFITS	13,457	1,61,480



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Aug 26, 2019

Mr. Tharun Palkonda

H. No: 4-111, Addakal Mandalam,
Mahabubnagar-509380, Telangana, India

SUB: APPOINTMENT LETTER

Dear Tharun,

It is with pleasure that we formally extend to you our offer to join DEFTeam Solutions Pvt. Ltd as a "Software Engineer" at DEFTeam's Hyderabad office located at Suraj Arcade (First Floor) in Kundanbagh, Begumpet - Hyderabad. The major aspects of our offer are detailed below:

1. Designation:

You will be designated as "**Software Engineer**".

2. Compensation:

Your salary and benefits will be amounting to a **CTC of Rs. 3,50,000** (Rupees Three Lakhs and Fifty Thousand only) per annum as detailed in **Annexure -I**. DEFTeam also offers some other benefits and the details of these **Non CTC Benefits** are in **Annexure -II**.

- i) The salary will be paid once in a month and on the first working day of every month.
- ii) Please note that the salary structure of the Company may be altered/modified at any time without prior notice and your package and remuneration and other terms may be accordingly altered/modified from time to time.
- iii) Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever.

3. Income Tax and other deductions:

Appropriate taxes and other statutory deductions as applicable from time to time will be deducted from your salary. You will be responsible for filing the relevant tax returns.

4. Probation period:

- i. You will be on a probation period of six months from the date of joining and based upon your performance the probation period can be reduced or extended by the sole discretion of the DEFTeam Management. After completing your probation period you will be absorbed as a regular employee of DEFTeam and a separate letter to that effect will be provided to you.
- ii. Please be informed that your learning & work related tasks will be monitored at regular intervals during the probation period. In case your probation period is extended, it can be extended only for one term of 3 months. If at the ending of the extended probation period it is still found that your performance is not up to the mark, your services with DEFTeam can be terminated. During probation your services will be liable for termination with a notice of Fifteen (15) days from either party without having to assign any reasons thereof.
- iii. On confirmation, your services will be liable for termination on three months' notice from either side without having to assign any reasons thereof; or one month's remuneration in lieu thereof (as per Company's rules) will be payable by the party terminating the employment to the other party.

CIN : U72200CH2002PTC025645

www.defteam.com

GSTIN : 36AABCD7579H1ZB



India Office : 6-3-1191/7 Suraj Arcade, Kundanbagh, S.P. Road, Begumpet, Hyderabad -500 016 India.

Tel: +91-40-49459999 | Toll Free: (India Only) 1-800-425-DEFTEAM



- iv. In the event of your serving on the Company a notice of termination of employment by submitting a resignation letter, the Company shall have the option to waive the notice period partly of fully
- v. without paying you any salary or compensation for the notice period waived and also decide: (a) whether the notice period shall run concurrently with the period or any leave which may be granted to you; and (b) whether your notice period should stand extended to the extent of leave availed of by you.

5. Commitment period:

- i. As the company has invested in your training, you will be required to serve the company for a period of at least 36 months from the start date of this letter.
- ii. In case you leave before the stipulated agreed commitment period of 36 months (ending on Aug 25, 2022), you will be required to pay a penalty of Rs. 350,000 (Three lakhs Fifty Thousand only) or the salary equivalent to preceding 12 months of your salary paid to you by DEFTeam, whichever is higher.

6. Annual Increment:

Your performance will be reviewed at the end of each year of your working with DEFTeam and your compensation will be reviewed based upon the result of your annual performance review. However, performance reviews are not conducted for employees who have been with DEFTeam for less than six months.

7. Duties and Responsibilities:

- i. The management from time to time will assign your duties to you. In view of your position and office, you must effectively, diligently and to the best of your abilities perform all responsibilities and ensure results.
- ii. Your services will be liable to transfer to any of our offices, project locations, Divisions, Departments etc. or for deputation to any organization, to be posted to any of their offices, Project locations, and departments, Divisions etc. at anytime, anywhere in India or abroad. In the event of such transfer/deputation, details of the terms and conditions including modifications if any to your emoluments etc. will be communicated to you at an appropriate time.
- iii. You may be required to undertake travel domestically as well as internationally on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

8. Working hours:

Your working hours will be same as applicable and observed depending upon your place of posting and as amended from time to time. In general our office hours will be from 9.30 AM to 7 PM IST – Monday through Friday. When on a client site you will be required to work as per the client's office timings and will be required to work for a *minimum of 168 hrs per month*.

9. Absence from Duty:

In case you remain absent without sanctioned leave or beyond the period of leave originally granted or subsequently extended, you shall loose on your employment with the Company.

10. Leave, Benefits:

During probation period, you will not be entitled to any paid leave except the standard and notified leave as per DEFTeam's Holiday List. Any leave taken during probation period will be unpaid and your probation period can be extended accordingly.



You will be entitled to leave, holidays as applicable to your category of employees, location and posting. While working in the Company office, upon confirmation of probation period, you will be entitled to 15 working days of leave annually which gets accrued on the 1st of every month. You will also be entitled for 5 days of sick leave in a year. The other details are mentioned in the HR Policy Manual.

11. Professional Conduct:

During your employment with the Company, you will, at all times, observe secrecy in respect of any technical, trade or business data, customers names/business details or any other information that might come to your knowledge or possession, which according to the Company are necessarily confidential and form valuable property of the Company. You will be required to sign a separate "Employment agreement" with DEFTeam, which will be provided to you at the time of joining.

12. Documents etc.:

You will be required to submit to our H.R. function, a certain set of documents in proof of your experience, qualification etc. at the time of reporting for duties and hence are advised to come prepared accordingly. Please note that Company reserves the right not to accept you into the rolls or after such acceptance, to discharge you from the rolls, in case you not fulfill the requirements as specified in this section.

13. Joining date:

Your date of joining DEFTeam at our Hyderabad office post completion of your internship would be Aug 26, 2019.

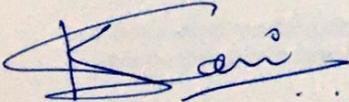
Please treat the details of this offer in strict confidence and for our records please sign and return one copy of this letter to confirm your acceptance of all the terms of employment mentioned as part of this document. If you need any further information, please do not hesitate to contact the HR department.

We would like to enlighten to you that DEFTeam has aggressive growth plans for 2019-20 and beyond and hope that you will have an exciting and satisfying career at DEFTeam. We are glad that you are going to be part of this success journey.

Wishing you all the very best,

Sincerely,

For **DEFTeam Solutions Pvt. Ltd.**


Kiran J. Soin
Chief Delivery Office

I hereby accept the above offer,

Tharun Palkonda

Dated: _____



DEFTeam

Converting thought into action



P. Tharun

ID # HYD0211BI



Authorized Signatory



Offer: Computer Consultancy
Ref: TCSL/DT20195302999/Hyderabad
Date: 26/07/2019

Mr. Vikas Babu J
8-1-109/A Shaikpet,
Old Library Road,
Hyderabad-500008,
Telangana.
Tel# 91-8106413918

Dear Vikas Babu J,

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 **₹3,53,569/-** 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/DT20195302999

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 ₹11,000/- 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 ₹4,400/- 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 ₹7,640/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.



Gratuity

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



- 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	Vikas Babu J
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	11,000	1,32,000
Bouquet Of Benefits #	13,457	1,61,480
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	1,320	15,840
Gratuity	529	6,349
Total of Annual Components & Retirals	1,849	30,089
TOTAL GROSS	28,806	3,53,569

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	4,400	52,800
Leave Travel Assistance	917	11,000
Food Card	500	6,000
Personal Allowance	7,640	91,680
GROSS BOUQUET OF BENEFITS	13,457	1,61,480



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.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

20-Aug-2019

C3634647

Manisha Bala Joseph Gopu

ho.no. 4-3-147/1, Sandhya Nagar Colony, near to Kali Mandir, Bandlaguda Jagir, Hyderabad 500086

Dear **Manisha**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company' or 'Accenture'), in our Accenture Operations Delivery Centers in India, **Hyderabad**. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- **Business Operations New Associate**

Career Level- **13**

Sublevel - 3

Talent Segment-**Program, Project & Service Mgmt**

Business Deal-**Non Contact Center**

Your annual total cash compensation will be **INR 185200** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 160000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY19 (September 2018 to August 2019) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **15.75%** of the prorated fixed pay in the FY19, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB 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 Accenture India and considering the period of leave without pay during the said financial year.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with Accenture are contingent upon you successfully completing the training program as per the satisfaction of Accenture. Failing which, 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 foregoing 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.

Your employment with Accenture will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 ' Documentation.

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.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Manisha, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **syed.amanullah** at **7396855958** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

[Insert full legal name]
Date:

Candidate's signature _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 160000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	15.75%
Annual Total earning potential (A+B)	Min. INR 160000	Max. INR 185200

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

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.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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

1. Effective your date of transfer 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.
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and 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.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, 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 up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

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 above mentioned benefits.

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 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company, I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESCI and other.



Strictly Private and Confidential

10-Jan-2017

Panuganti Varalakshmi

HNO:6-1-157, OLD CIB Quarters, Khairatabad, Hyderabad, Telangana-500004

9949021367

Dear Panuganti,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, 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 attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training 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 the Terms of Employment clause 10.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

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 foregoing 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 60 days (sixty 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 60 days (sixty 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>.

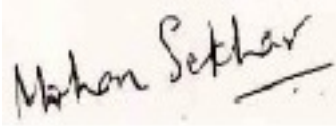
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

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:

A handwritten signature in black ink on a light-colored background. The signature reads "Mohan Sekhar" in a cursive style, with a horizontal line underneath the name.

Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in 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) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

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.

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.

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 payout 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 payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, 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.

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 in approximation of your eligibility and 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.

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)

Ref No: 13307524

12-May-2019

Sri Chakra Surubhatla

Dear Sri Chakra,

In continuation to our discussions, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited**.

You are entitled to an Annual Gross Compensation (AGC) of **Rs.180,000**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Hyderabad**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

We request you to join us on or before **14-May-2019**.

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
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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 your joining us. Should you have any further questions or clarifications, please feel free to contact us.

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:	Sri Chakra Surubhatla	Designation:	Process Executive - Data
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Sl. No.	Description	Monthly	Yearly
1	Basic	8250	99,000
2	Company's contribution of PF #	990	11,880
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	3215	38,580
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	545	6,540
	Annual Gross Compensation		180,000
	Annual Total Compensation		180,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		196,000

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, 1923
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit Act, 1961

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

** **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.



GISFY PRIVATE LIMITED

Phoenix Towers, Uppal - 500039, Telangana, India

www.gisfy.co.in

To,
Ms. Rajakumari Polam
Post: Shivaji Nagar
Majri
Chandrapur-442503
Maharashtra

Date: Dec 3, 2018

Appointment Letter

Dear Ms .Rajakumari Polam,

This is with reference to the interview you had with the undersigned to work in our organization we are pleased to appoint you as a Software Developer at GISFY Private limited.

We take this opportunity to thank and appreciate your decision to join GISFY private limited. You are requested to join on or before Dec 5, 2018.

Your salary will be 8,000 INR/Month. Deduction and bonus as per company rules. Usual shifts will be for minimum 9:30 hours from 10AM to 7:30PM (Six days a week).

Please note that first three months will be the INTERNSHIP and your Job will be confirmed based on your performance and accordingly your salary will be incremented.

As confirmation your acceptance, please sign the copy of this offer cum appointment letter and submit the same.

Your sincerely,
For GISFY Private Limited.

I have read and understood the above and hereby accept the same without any reservation.

Signature

Date: October 23, 2019

Ms. Mallareddygari Sneha
HNO:24-9,Mahagoliganga Building,
Road No:3, Ashok Nagar,
R.C. Puram,Medak,Telangana -Pin:500020

Sub: Letter of Offer of Employment

Dear Sneha,

Further to the interview and discussions you had with us, we are pleased to offer you the position of **Trainee Test Engineer** with Evoke Technologies Private Limited.

Your annualized Total Compensation (TC) will be **Rs. 2, 40, 000 (Two Lakhs Forty Thousand Only)** which shall be inclusive of all benefits.

You are required to join the Company and shall report at our office on or before **24th October 2019**. You shall be provided with the Appointment Letter and details of your salary structure on the day of your joining. Your employment shall be governed by the terms and conditions of the letter of appointment and such other terms and conditions, policies as may be notified to you from time to time during your employment.

You warrant and represent to the Company that you are free from any contractual restrictions or obligation, whatsoever, restricting you from accepting this offer or commencing your employment on the date of joining.

This offer is contingent upon you showing all original documents supporting your education and work experience and your appointment shall be subject to the satisfactory verification of your original testimonials and certificates submitted by you at the time of joining. If at any point of time during your employment, it appears or becomes known to the Company that you have concealed or suppressed or misrepresented any fact or necessary information or that you have submitted to the Company, documents which you reasonably believe to be forged or non - genuine, the Company may take any action as it deems fit in its sole discretion, including immediate termination of your employment and bar you from subsequent employment opportunities with the Company.

Please bring the following along with the originals for verification on the day of your joining:

1. Recent Passport size photographs (4 copies)
2. Educational Certificate(s) Copies (SSC / Intermediate / Graduation / PG)
3. Copy of Offer and Relieving letter from all previous employers
4. Last 3 months Salary Slips
5. Form 16
6. Copy of PAN card (Mandatory)
7. Identity Proof - Valid passport/ Driver's license/ PAN card/ Voter's ID card or Ration card
8. Proof of Address- Passport/Aadhar-Card/Electricity Bill/ Telephone Bill/Ration Card

Your employment with us also requires you to sign a Non-disclosure, Non-competition and Non-Solicitation Agreement and provide an undertaking for abiding by the Company IT Policy under

the Technical Management Programme (s) (TMP) of the Company and enter into such other agreements, from time to time, as may be required by the Company. Please note that the TMP is subject to revision(s) from time to time and all amendments or revisions made therein shall be binding on you. By accepting this offer, you further agree that you shall adhere to and abide by the rules and regulations of the Company, as amended from time to time, as may be applicable to you.

This offer shall be accepted within 3 working days of the receipt and would be deemed void with immediate effect if you do not report at our office on the date and time mentioned above.

This offer letter shall be treated by you in the strictest confidence and shall not be circulated to any third party, or person, company, institution etc. for any purpose whatsoever.

We are excited at the possibility of having you as a part of our team and hope that you share our enthusiasm. Please confirm your acceptance of the above terms and conditions by signing and returning to us a copy of this offer letter.

Please feel free to get in touch, with the undersigned, for any questions or assistance that you may need.

With Best Wishes



Ramesh Mantana
Senior Director – HR

ACCEPTANCE

I have read and understood the terms and conditions contained in this letter and I hereby accept the terms of the offer and undertake to abide by the rules and regulations of the Company.

Signature:

Name:

Date:



HRD/3T/19-20/12669616

Ms. Hima Varshini Reddy Gurram
Candidate ID: 12669616
H.No:8-7-140/1,
Kothi Rampur
Karimnagar - 505001
Telangana
India
Ph: (91) 80191 79993

September 6, 2019

Dear Hima Varshini

Reddy,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com

www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:46:44 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669616

September 6, 2019

Ms. Hima Varshini Reddy Gurram
Candidate ID: 12669616
H.No:8-7-140/1,
Kothi Rampur
Karimnagar - 505001
Telangana
India
Ph: (91) 80191 79993

Dear Hima Varshini Reddy,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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

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. Hima Varshini Reddy Gurram
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. Hima Varshini Reddy Gurram
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				



CORECOMPETE

DELIVERING VALUE FROM BIG DATA

www.CoreCompete.com

Date- 12th OCTOBER 2018

Dear GANGA NAYAK,

We are pleased to extend to you an offer of employment with CORECOMPETE PVT LTD (the Company), as a Graduate Intern in our Hyderabad office with a start date of July 1st, 2019.

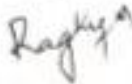
We are excited that you have chosen to be a part of Core Compete. We will strive to make your experience at the Company a truly challenging and rewarding period in your career.

Your salary expressed as total Cost to the Company (CTC) is Rs. 6,00,000/- per annum. Further details of your employment are provided in the attached document.

Please sign and return the duplicate copy of this letter signifying your acceptance of the appointment and the conditions of service specified in this letter. Please refer to Addendum 2 for a list of documents you are expected to furnish on your starting date.

If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by signing each page of the attached document and returning it to me.

Regards,



Raghu Mangaraju

Vice President - India Operations, CoreCompete Pvt. Ltd.



CoreCompete Pvt. Ltd.

4th & 5th Floors, Ranky Grandiose, Ranky Towers, Gachibowli, Hyderabad-500032, Telangana | Tel: +91 40 4242 2422

19-1: 160115736001



CYIENT

Date: 04-Nov-2019

Personal & Confidential

Bindu Reddy Putchakayala (C206545)

Offer of employment

Dear Bindu Reddy Putchakayala ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

We are poised to take flight and enter a whole new trajectory of growth and delighted to offer you the position of Engineer Trainee (Level 3 as per our internal levels), to join Cyient (referred to as Cyient or the Company) in this journey.

This offer is subject to your acceptance of the attached terms and conditions, please mail your acceptance of this offer to initiate the on-boarding process

Training & Compensation: You will be provided on-the-job training for the first 6 months and during this period of time you will be eligible for a stipend of INR 15,000 per month.

On successful completion of the training, you will be placed on assignments under probation for six months, with a Gross annual package of INR 3,25,004 detailed out in Annexure 1 subject to the terms and conditions attached.

Start date: On or before 05-Nov-2019

Place of Work: Hyderabad - Manikonda

Address: Plot No. 2, IT Park

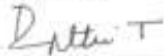
Nanakramguda, Gachibowli

Hyderabad- 500032

Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Nishanth Mankali from the Campus Connect Team at Nishanth.Mankali@cyient.com.

For Cyient Ltd.



Deepthi Talluri
MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-013393



HRD/3T/19-20/12669091

Ms. Manogna Chitta
Candidate ID: 12669091
Hno. 1-5-1083/208/1, Mangapuram Colony Phase -1,
Road No.11,
Hyderabad - 500010
Telangana
India
Ph: (91) 95531 34257

September 6, 2019

Dear Manogna,

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: L26200KA1987PL012115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0251
F: 91 80 2852 0382
richard@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:44:48 +05:30
Reason: Offer Letter
Location: Bangalore

19-4: 160115736005



Pernod Ricard India (P) Limited

Date: 8th July 2019

Ms. Mounika Saagi
Plot no-133, 11W Signode colony
Beeramguda, Hyderabad. Pin Code-502032
9133195855

Sub: Appointment as "Engineering Trainee"

Dear Mounika,

This has reference to your application; we are pleased to offer you appointment as a "Engineering Trainee" in our organization on the following terms and conditions:

TERMS AND CONDITIONS:

1. Training Period:

Your training period will be for one year, which commences from 8th July 2019 and will end on 7th July 2020. You can be placed anywhere in the country. Based on your performance you may be absorbed as regular employee on successful completion of training.

This appointment thereof would stand automatically discontinued at the end of the period, unless specifically communicated in writing to you by the Company.

2. Stipend:

You will be paid consolidated monthly stipend as per attached annexure.

3. Medical Fitness:

This training and its continuance are subject to your being found medically fit. You will be required to undergo a pre-employment Medical Examination prior to joining the service and obtain a certificate of fitness from the company doctor as specified.

4. Working Hours:

You will abide by working hours including shift timings that may be fixed from time to time.

5. Performance:

You shall be required to maintain a performance diary, regarding your engagements and achievements during your training period and produce the same to your superiors as and when required.

6. Secrecy:

During the period of training, you shall not disclose or divulge any official/company information or matters acquired by you to any outsider.

Accepted

(Signature)

Mounika Saagi

117/1/19

19-5: 160115736006



Capgemini Technology Services India Limited
(Formerly known as AGATE Global Solutions Limited)
IT 1, IT 2, Airo 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/LO201930195/1

**Navya Gunti
Chaitanya Bharathi Institute of Technology**

Letter of Intent ("LOI")

Dear Navya Gunti,

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,

Head Office: Pune Highway Regd. Office No. 12, Regd. Office: 2000th Post, Highway Phase II, 400076, Vajrapur, Thane (Mumbai), Pune - 411007, Maharashtra, India
Tel: +91 22888 3303 | Fax: +91 20888 3303 | CSR: 133 7307400000000000
Page 1 of 3

19-6: 160115736007



HRD/3T/19-20/12669259

September 5, 2019

Ms. Nikhitha Mahendrakar
Candidate ID: 12669259
H.No:3-4 56, Tilak Road,
Sadashivpet, Sangareddy (Dist)
Hyderabad - 502291
Telangana
India
Ph: (91) 89198 71394

Dear Nikhitha,

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

Here are the terms and conditions of our offer:

Joining

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

Location

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

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

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

Training Period:

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

Probation and confirmation

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



HRD/3T/19-20/12669594

Ms. Ramani Donkanti
Candidate ID: 12669594
Mamidipally, H.No-4-78/9,
Armoor
Nizamabad - 503224
Telangana
India
Ph: (91) 96662 75032

July 31, 2019

Dear Ramani,

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: L80110KA1981PLCO13115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.31 12:06:39 +05:30
Reason: Offer Letter
Location: Bangalore

19-8 : 160115736010





HRD/3T/19-20/12669604

Ms. Suma Gaddam
Candidate ID: 12669604
H.No:13-3-735/A L N.Nagar,
Jiyaguda
Hyderabad - 500006
Telangana
India
Ph: (91) 91773 84439

September 5, 2019

Dear Suma,

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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Electronics City, Hosur Road
Bangalore 560 100, India
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Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:54 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12669604

September 5, 2019

Ms. Suma Gaddam
Candidate ID: 12669604
H.No:13-3-735/A L N.Nagar,
Jiyaguda
Hyderabad - 500006
Telangana
India
Ph: (91) 91773 84439

Dear Suma,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 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. Suma Gaddam
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. Suma Gaddam
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/19-20/12669596

September 5, 2019

Ms. Mantena Sushmitha
Candidate ID: 12669596
Type V Quarter, Directorate Of Poultry Research,
Rajendra Nagar
Hyderabad - 500030
Telangana
India
Ph: (91) 99089 55029

Dear Mantena,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

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

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

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

Training Period:

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

Probation and confirmation

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



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3	160115805015	Mubeen Fathima	Bio-Tech	mubeen.fathima3@gmail.com	8330907280
4	160115805017	Neksha Devaki	Bio-Tech	neksha@gmail.com	5553350396
5	160115805029	Sankirthana Pochampalli	Bio-Tech	sankirthana18@gmail.com	9000958999
6	160115805022	Poojitha Bolleni	Bio-Tech	b_poojitha16@yahoo.com	8008989022
7	160115802015	Sushma Goli	Chemical	sushmagoli35@gmail.com	7893122322
8	160115732001	Akhila Reddy	Civil-1	katapallyakhila@gmail.com	7095120066
9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
10	160115732051	Shashank Yathavakilla	Civil	shashankyvr77@gmail.com	9154721133
11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610937
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15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankita	Civil	praisy.twinkle@gmail.com	7989173382
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24	160115733018	Srichandana Katnapalli	CSE-1	chandusri984@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
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Dr. N. J. N. REDDY

Director-CDC

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84

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32	160115733152	Deepak Palavarapu	CSE-3	deepakpalavarapu@gmail.com	7793977145
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34	160115733021	AKHIL Vaska	CSE-1	akhilvaska1@gmail.com	8099369419
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37	160115733092	Manish Sadhu	CSE-2	sadhumanishkumar@gmail.com	9492807348
38	160115733068	Divya B	CSE-2	divyabijili@gmail.com	7702889653
39	160115733075	Shefali Shireen	CSE-2	shefalishaik@gmail.com	8333009022
40	160115733109	Sairaja Yadugiri	CSE-2	sairajay39@gmail.com	9553506735
41	160115733091	Krishna Sai Vamsi Chintala	CSE-2	bablusa7@gmail.com	7702425397
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43	160115733144	Hajirah Tabassum Shaik	CSE-3	hajirahtabassum@gmail.com	7674959792
44	160115733169	Sandeep Kumar Nallala	CSE-3	sandym1996@gmail.com	7396657797
45	160115733302	Shravani Kamatala	CSE-1	shravanikamatala96@gmail.com	9866514402
46	160115733319	Saiteja Bandari	CSE-2	saitejabandari27@gmail.com	8688545411
47	160115733313	Konda Divya	CSE-2	divyakonda2@gmail.com	9550386863
48	160115733332	Suryaprakash Duta	CSE-3	dutasuryaprakash@gmail.com	7893867356
49	160115733023	Aravind Babu Somarapu	CSE-1	somarapuaravind@gmail.com	7306832596
50	160115733024	Bhanodaya Tilak Gujjula	CSE-1	bhanubtg@gmail.com	9849218638
51	160115733035	Manoj Kumar Thummala	CSE-1	manojkumartmk303@gmail.com	8466012043
52	160115733006	Monica K	CSE-1	monica.srkp@gmail.com	9441316478
53	160115733069	Divyarsha Koduri	CSE-2	kdivyarsha4@gmail.com	9100440664
54	160115733077	Tejaswi Roopini Arabati	CSE-2	tejaswiroopi28@gmail.com	8790410462
55	160115733098	Pranav Kallepalli	CSE-2	kpc.chandu@gmail.com	9849733344
56	160115733076	Sravya Butharaju	CSE-2	sravyabutharaju123@gmail.com	9154363490
57	160115733155	Faraaz Ahmed	CSE-3	faraazahmed000@gmail.com	9700760758
58	160115733151	Achyuth Potlapally	CSE-3	pachyuth98@gmail.com	8897073808
59	160115733316	Ramyakeerthi Nayini	CSE-2	ramyakeerthi.nayini@gmail.com	8374692264
60	160115733056	Srinath Tangalapally	CSE-1	srinath.tangalapally@gmail.com	9000260145
61	160115733042	Raghavendra Kotha	CSE-1	raghavendraakothe@gmail.com	9063552359
62	160115733040	Pavan Sai Ganji	CSE-1	pavansai57@gmail.com	9703163272
63	160115733046	Rohith Cheepuri	CSE-1	chandarrohith967@gmail.com	9618333424
64	160115733001	Akhila Sirikonda	CSE-1	akhilachowdary98@gmail.com	9133779393
65	160115733015	Shirisha Bandaru	CSE-1	shirisha1357@gmail.com	7032402933
66	160115733020	Ajay Kannuri	CSE-1	kannurijay5@gmail.com	9652055132
67	160115733049	Sai Krishna Allala	CSE-1	skrallala752@gmail.com	7032425414
68	160115733096	Mohammed Sarfraz Khan Pattan	CSE-2	mohammedsarfrazkhan@gmail.com	7680931939

Dr. N L N REDDY

Director, DDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.in

85

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70	160115733108	Sai Kumar Sarampati	CSE-2	saikumarr9800@gmail.com	9133550113
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11	160115735141	Akhil Sabbani	ECE-3	sabbaniakhil96@gmail.com	9640570475
12	160115735159	Sai Charan	ECE-3	Bsaicharan17@gmail.com	9493281252
13	160115735168	Shiva Krishna Adigoppula	ECE-3	shiva.addigoppula@gmail.com	8497975543
14	160115735178	Vishwa Teja Thangalapalli	ECE-3	vishwatejathangalapalli@gmail.com	9908100158
15	160115735325	Divya Banja	ECE-3	banjadivya@gmail.com	9440546723

Dr. N L N REDDY

Director, CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.in



01st May 2021

Akhil Katpally

Subject: Raja Software Labs Offer Letter

Dear Akhil,

Congratulations! We are pleased to offer you a position of **Software Engineer** in Raja Software Labs Pvt. Limited (hereafter referred to as "RSL" or "Company") based on your application and our discussions.

The terms of the appointment are described below:

1. Date of Joining

We would like you to join the Company and report for duty by **03rd May 2021**. After joining our organization, you will be issued an Appointment Letter outlining detailed terms and conditions of your employment.

2. Probation

- a. You will be on probation for a period of 6 (six) months from the date of joining.
- b. On satisfactory completion of the probation period your employment with the Company will be confirmed in writing, until then you will be continuing as a probationer.

3. Salary Structure and Taxation

You shall be paid a salary of **Rs. 5,00,000 (Rs. Five Lakhs Only) per annum**

Variable Component: Your salary does not include a "Variable Component".

The Company reserves the right to change the different components/allowances in the total emoluments package, at its own discretion, at any time in future. Such changes, if any, will be communicated with you prior to going into effect. Salary, allowances & all other payments/benefits will be governed by statutory provisions in force and subject to deduction of appropriate taxes at source.

4. Employment Contingencies

Your appointment is contingent upon satisfactory reference & background checks including, but not limited to, verification of your application materials, education, employment history, criminal background check, etc.

Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

You may also be required to undergo a medical health check-up upon joining. You confirm that you have adequately declared in writing any kind of pre-existing health issues (including alcohol and substance abuse issues) that may have an impact on performing your day-to-day duties at the Company.

19-12: 160115736017



Offer: Computer Consultancy
Ref: TCSL/DT20184674153/Hyderabad
Date: 05/02/2020

Mr. Akshay Kumar Vuppala
Flat No:203, Eenadu Heights Eenadu Colony,
Eenadu Colony,
Hyderabad-500072,
Telangana.
Tel# -9849021900

Dear Akshay Kumar Vuppala,

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-Trajnee** 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/DT20184674153

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 Career Services: 1800 309 3111 Email: careers@tcs.com

19-13: 160115736022



HRD/3T/19-20/12669405

Mr. Chanakya Nellutla
Candidate ID: 12669405
Op Boys Hostel,
Rangareddy, Narsingi
Hyderabad - 500075
Telangana
India
Ph: (91) 95737 51641

September 6, 2019

Dear Chanakya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:46:01 +05:30
Reason: Offer Letter
Location: Bangalore

Phone No: 040-24305213/5168
FAX No. : 040-24306201



REGD/SPEED POST

No.RCI/DOMS/Conf/7A/DRK/2019/2-12-
RESEARCH CENTRE IMARAT
Dr. APJ Abdul Kalam Missile Complex
Defence Research & Development Org.
Ministry of Defence
Vignyanakancha P.O
HYDERABAD - 500 069

To

Date: 18 SEP'2019

Shri Damodhar Reddy Kadipikonda
S/o Shri K. Veera Reddy
1-81, Ankushapur, Karimnagar (TS)
JAMMIKUNTA - 505 122

Sub: Award of Junior Research Fellowship (JRF) in DRDO.

With reference to written test and interview for the post of JRF held on 18th & 19th August, 2019 respectively, you are hereby offered Junior Research Fellowship (JRF) in Research Centre Imarat on the following conditions:

- a) The Fellowship will be for a period of two years.
- b) You will be paid monthly stipend of ₹ 31,000/- during the first and second year.
- c) At the end of two years the progress on Research work carried out by you will be assessed by a committee. If found satisfactory a Senior Research Fellowship (SRF) may be awarded to you and the stipend for the third year will be increased from ₹ 31,000/- to ₹ 35,000/- per month for the remaining tenure provided the research progress has been found satisfactory by the Committee and subject to the approval of the recommendations of the Committee by Director, RCI.
- d) You will not be entitled for DA, CCA, Bonus and LTC. You will not be eligible to be member of the Contributory Pension Fund.
- e) You may be granted House Rent Allowance (HRA) as per entitlement, if you have not been provided any accommodation.
- f) You will be entitled for Medical Benefits for self only available in DRDO extended through its MI-Room.
- g) You will not be entitled to any travel allowance for reporting to the Lab/Estt. to assume appointment as Research Fellow.
- h) The fellowship may be terminated at any time with a notice of one month. Research Fellows may resign with a prior notice of one month, Payment of one month's Fellowship emolument, in lieu of notice period, by either side, may be considered at the discretion of the Director of the Lab/Estt./Unit.
- i) You will be entitled for leave as per Rules in force. However, Maternity Leave may be given to women fellows.
- j) You may be provided a contingent grant of ₹ 15,000/- per annum on reimbursement basis towards expenditure incurred by you to attend seminars, travel expenses in connection with work, to carry out field work etc.

Contd ...2/page



01 January 2020

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: M Dinesh Sagar
Address: 18-5-209, Aliabad, Hyderabad, 500053

This letter is to confirm that **M Dinesh Sagar** is currently employed at Amazon Development Centre (India) Private Limited.

M Dinesh Sagar is employed as a **Quality Specialist** and commenced employment with Amazon on **06 January 2020**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

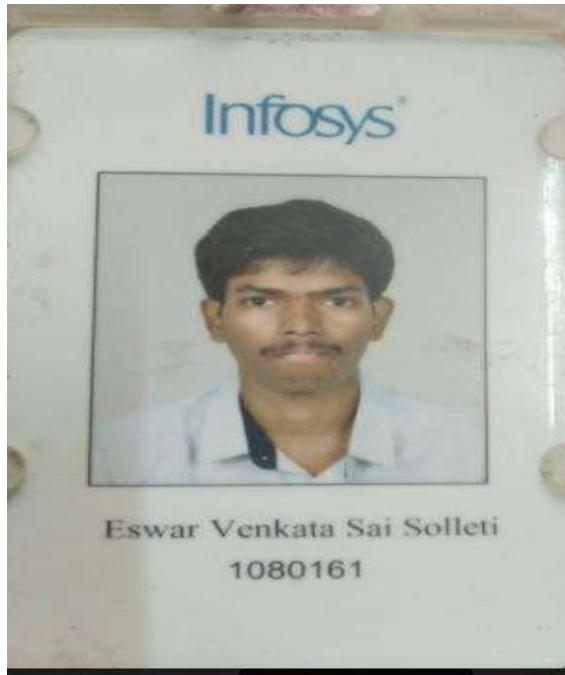
On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu".

Arijit Basu
Sr. Manager, HR Operations – HR Services

19-16: 160115736025





STRICTLY CONFIDENTIAL

LETTER OF OFFER

Ref No: NEIPL/20-21/OFFR/13214

**Lakshman B
Hyderabad
Mobile: 7075914091**

Date: 29-Jul-2021

Dear Lakshman B,

Welcome to the Next Education family. Next Education is India's leading technologically-powered content provider for K-12 sector. We partner with 12,000+ schools, 12,000,000+ students and 240,000+ teachers across India and abroad. Since being founded in 2007, Next Education has consistently innovated and come up with award-winning solutions for all K-12 stakeholders. Our portfolio of products includes TeachNext, LearnNext, NextGurukul, NextERP, NextDeeksha, NextLabs, NextCurriculum, NextPlay and Next Learning Platform. We also have a pan-India presence with over 2,000+ employees.

With reference to the interview you had with us we are pleased to offer you an appointment as "**Engineer - Technology**" at **HQ - Banjara Hills**. You are required to report to **Kamaraj M, Technical Project Lead**, **Mobile Num - 8129600386** at **9:30 am** on **05-Aug-2021**. Your compensation, as already discussed and agreed with you, is detailed in **Annexure I**.

Your employment will be governed by the terms stipulated in the **Terms of Employment** and the **Non-Disclosure Agreement** attached herewith. These documents need to be duly signed by you at the time of joining. This offer is made to you on a good faith on the basis of the information provided by you through your profile and discussion during your interview. This offer as well as the appointment with the organization is subject to verification of your credentials. In case any of your professional or personal credentials is found to be negative or not in line with the details provided by you, your employment with the organization will become null and void. The offer letter entails you to join by the stipulated date. Any extension shall be approved in writing failing which, the offer will lapse on the stipulated date.

Please bring photocopies of all the documents mentioned in **Checklist** on the date of joining.

Kindly ensure you send us your acceptance of the offer through email to HR@nexteducation.in within 2 days of the date of issue failing which the offer would stand null and void.

Thank you,

For Next Education India Pvt. Ltd

**Daljit Singh Bajwa
Director**

I Accept and agree to the details above:

19-18: 160115736029



www.CoreCompete.com

October 22nd, 2018

Dear Mohammad Sameer,

We are pleased to extend to you an offer of employment with **CORECOMPETE PVT LTD** (the Company), as a **Graduate Intern** in our **Hyderabad** office with a start date of **July 1, 2019**.

We are excited that you have chosen to be a part of Core Compete. We will strive to make your experience at the Company a truly challenging and rewarding period in your career.

Your salary expressed as total Cost to the Company (CTC) is **Rs. 4,20,000/- per annum**. Further details of your employment are provided in the attached document.

Please sign and return the duplicate copy of this letter signifying your acceptance of the appointment and the conditions of service specified in this letter. Please refer to Addendum 2 for a list of documents you are expected to furnish on your starting date.

If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by signing each page of the attached document and returning it to me.

Regards,

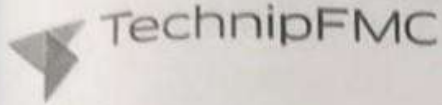
Raghu Mangaraju

Vice President – India Operations
CoreCompete Pvt. Ltd.

CoreCompete Pvt. Ltd.

4th & 5th Floor, Ramky Grandiose, Ramky Towers, Gachibowli, Hyderabad- 500032, Telangana | Tel: +91 40 4242 2422

19-19: 160115736030



23rd Aug 2018

Nikhil Bollimuntha
CBIT Hyderabad

Dear Nikhil,

Sub: Offer of Appointment as "Associate Engineer"

This has reference to your application and discussion you had with us. We are pleased to offer you a position as "**Associate Engineer**" in **Grade 14**. You will be operating from our Hyderabad office in India. Your total cost to the company will be **INR 6,00,000 /-** (Rupees Six Lakh Only) **per annum**. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure I) for your reference.

This offer is subject to you and your Surety executing the Service Agreement.

The terms and conditions of your appointment are as follows:

1. You shall join us on or before July 1st, 2019.
2. You will be on probation for a period of 06 (Six) months. Your performance will be reviewed during and after completion of the probation for confirmation. In case your performance is not up to the required level, the Company may either terminate your service or extend the probation period further.
3. Dependent parents will be covered under Group Mediclaim Insurance Policy along with you for a maximum total amount of Rs. 5,00,000/- p.a. You will be covered exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5,00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10,00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.
4. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
5. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
6. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rules. The Company shall make a matching contribution on the employee's basic salary.

FMC Technologies India Pvt. Ltd.
Plot No.27(Part), Survey No. 124, Road No 12,
Commerzone, Rajaja IT Park,
Opp. Institute of Preventive Medicine,
Industrial Park, IDA Nacharam,
Hyderabad, Telangana, INDIA - 500 075
Phone: +91 40 66342900,
Fax: +91 40 66342901
CIN: U29219TG2009FTC079988
Website: TechnipFMC.com



HRD/3T/19-20/12669602

Mr. Nishanth Varma
Candidate ID: 12669602
H.No 6-3-904/A/5,
Somajiguda
Hyderabad - 500082
Telangana
India
Ph: (91) 95026 88089

August 1, 2019

Dear Nishanth,

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: L85110KA1987PLC013113
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0201
F 91 80 2852 0302
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.01 13:47:19 +05:30
Reason: Offer Letter
Location: Bangalore



1	160115805041	Bhavesh Raja	Bio-Tech	rajabhavesh@gmail.com	7799146252
2	160115805002	J Anukruti	Bio-Tech	anukruti.j2205@gmail.com	9490400427
3	160115805015	Mubeen Fathima	Bio-Tech	mubeen.fathima3@gmail.com	8330907280
4	160115805017	Neksha Devaki	Bio-Tech	neksha@gmail.com	5553350396
5	160115805029	Sankirthana Pochampalli	Bio-Tech	sankirthana18@gmail.com	9000958999
6	160115805022	Poojitha Bolleni	Bio-Tech	b_poojitha16@yahoo.com	8008989022
7	160115802015	Sushma Goli	Chemical	sushmagoli35@gmail.com	7893122322
8	160115732001	Akhila Reddy	Civil-1	katapallyakhila@gmail.com	7095120066
9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
10	160115732051	Shashank Yathavakilla	Civil	shashankyvr77@gmail.com	9154721133
11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610937
14	160115732048	Prathipati Sai Veerendra	Civil	saiveerendra@gmail.com	9963453546
15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankita	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
20	160115732060	Bukka Vivek	Civil	bukka738@gmail.com	9603551935
21	160115732099	Prashanth Rontala	Civil-2	thedarkknight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A.Chinnaraja	Civil-2	chinna19051997@gmail.com	9515542803
23	160115733002	Asra naseem	CSE-1	asranaseem98@gmail.com	7893943284
24	160115733018	Srichandana Katnapalli	CSE-1	chandusri984@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

Dr. N. J. N. REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.in

84

31	160115733149	Susmitha Dhadige	CSE-3	d.susmithatinu@gmail.com	8499878990
32	160115733152	Deepak Palavarapu	CSE-3	deepakpalavarapu@gmail.com	7793977145
33	160115733325	Kavyasri Sreeram	CSE-3	kavyasri049@gmail.com	8801908899
34	160115733021	AKHIL Vaska	CSE-1	akhilvaska1@gmail.com	8099369419
35	160115733014	Shambhavi M	CSE-1	mnr.7924@gmail.com	9550607925
36	160115733029	Hari Challa	CSE-1	challahari520@gmail.com	9177801081
37	160115733092	Manish Sadhu	CSE-2	sadhumanishkumar@gmail.com	9492807348
38	160115733068	Divya B	CSE-2	divyabijili@gmail.com	7702889653
39	160115733075	Shefali Shireen	CSE-2	shefalishaik@gmail.com	8333009022
40	160115733109	Sairaja Yadugiri	CSE-2	sairajay39@gmail.com	9553506735
41	160115733091	Krishna Sai Vamsi Chintala	CSE-2	bablusa7@gmail.com	7702425397
42	160115733097	Nagendrababu Patakula	CSE-2	patakulanagendrababu@gmail.com	7893772238
43	160115733144	Hajirah Tabassum Shaik	CSE-3	hajirahtabassum@gmail.com	7674959792
44	160115733169	Sandeep Kumar Nallala	CSE-3	sandym1996@gmail.com	7396657797
45	160115733302	Shravani Kamatala	CSE-1	shravanikamatala96@gmail.com	9866514402
46	160115733319	Saiteja Bandari	CSE-2	saitejabandari27@gmail.com	8688545411
47	160115733313	Konda Divya	CSE-2	divyakonda2@gmail.com	9550386863
48	160115733332	Suryaprakash Duta	CSE-3	dutasuryaprakash@gmail.com	7893867356
49	160115733023	Aravind Babu Somarapu	CSE-1	somarapuaravind@gmail.com	7306832596
50	160115733024	Bhanodaya Tilak Gujjula	CSE-1	bhanubtg@gmail.com	9849218638
51	160115733035	Manoj Kumar Thummala	CSE-1	manojkumartmk303@gmail.com	8466012043
52	160115733006	Monica K	CSE-1	monica.srkp@gmail.com	9441316478
53	160115733069	Divyarsha Koduri	CSE-2	kdivyarsha4@gmail.com	9100440664
54	160115733077	Tejaswi Roopini Arabati	CSE-2	tejaswiroopi28@gmail.com	8790410462
55	160115733098	Pranav Kallepalli	CSE-2	kpc.chandu@gmail.com	9849733344
56	160115733076	Sravya Butharaju	CSE-2	sravyabutharaju123@gmail.com	9154363490
57	160115733155	Faraaz Ahmed	CSE-3	faraazahmed000@gmail.com	9700760758
58	160115733151	Achyuth Potlapally	CSE-3	pachyuth98@gmail.com	8897073808
59	160115733316	Ramyakeerthi Nayini	CSE-2	ramyakeerthi.nayini@gmail.com	8374692264
60	160115733056	Srinath Tangalapally	CSE-1	srinath.tangalapally@gmail.com	9000260145
61	160115733042	Raghavendra Kotha	CSE-1	raghavendraakothe@gmail.com	9063552359
62	160115733040	Pavan Sai Ganji	CSE-1	pavansai57@gmail.com	9703163272
63	160115733046	Rohith Cheepuri	CSE-1	chandarrohith967@gmail.com	9618333424
64	160115733001	Akhila Sirikonda	CSE-1	akhilachowdary98@gmail.com	9133779393
65	160115733015	Shirisha Bandaru	CSE-1	shirisha1357@gmail.com	7032402933
66	160115733020	Ajay Kannuri	CSE-1	kannurijay5@gmail.com	9652055132
67	160115733049	Sai Krishna Allala	CSE-1	skrallala752@gmail.com	7032425414
68	160115733096	Mohammed Sarfraz Khan Pattan	CSE-2	mohammedsarfrazkhan@gmail.com	7680931939

Dr. N L N REDDY

Director, DDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.in

69	160115733112	Sai Tharun Reddy Pathakota	CSE-2	saitharun1921189@gmail.com	9010436677
70	160115733108	Sai Kumar Sarampati	CSE-2	saikumarr9800@gmail.com	9133550113
71	160115733170	Aaqil Shaik	CSE-3	aaqilshaik.as@gmail.com	9908760663
72	160115733150	Aashish Vundhyala	CSE-3	aashishreddy5555@gmail.com	9441656695
73	160115733125	Jahnavi B	CSE-3	jahnavipb@gmail.com	9000142462
74	160115733113	Soumith Reddy	CSE-2	soumith7095@gmail.com	7095082467
75	160115735008	Durga Deekshitha Karamsetty	ECE-1	deekshisetty@gmail.com	9966969749
76	160115735018	C Sahithi	ECE-1	sahithichamanthula@gmail.com	9133559400
77	160115735031	Vennela Bandlamudi	ECE-1	vennelabandlamudi1998@gmail.com	7799821549
78	160115735019	Sai Himaja Manchikanti	ECE-1	himajamanchikanti1998@gmail.com	8099864290
79	160115735106	Thakur Rana Prathap Singh	ECE-2	ranaprathapsinght@gmail.com	8639365008
80	160115735077	Sreeranjani Didugu	ECE-2	sreeranjandidugu@gmail.com	7032653244
81	160115735062	Aishwarya Kasim	ECE-2	kasimaishwarya@gmail.com	9000181414
82	160115735176	Varshik Chebrolu	ECE-3	varshikchebrolu@gmail.com	9705237270
83	160115735154	Rajamallareddy Bakkammagari	ECE-3	rajamallareddybakkammagari@gmail.com	8328157012
84	160115735142	Amit Anchaliya	ECE-3	amitanchaliya11@gmail.com	9154707111
85	160115735329	Anvesh Kanaganti	ECE-3	anveshkanaganti329@gmail.com	7702087765
86	160115735164	Sai nikhil Vandana	ECE-3	vandanapusainikhil@gmail.com	9100587675
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Date: 18 SEP 2019

Sub: Award of Junior Research Fellowship (JRF) in DRDO.

With reference to written test and interview for the post of JRF held on 18th & 19th August, 2019 respectively, you are hereby offered Junior Research Fellowship (JRF) in Research Centre Imarat on the following conditions:

- a) The Fellowship will be for a period of two years.
- b) You will be paid monthly stipend of ₹ 31,000/- during the first and second year.
- c) At the end of two years the progress on Research work carried out by you will be assessed by a committee. If found satisfactory a Senior Research Fellowship (SRF) may be awarded to you and the stipend for the third year will be increased from ₹ 31,000/- to ₹ 35,000/- per month for the remaining tenure provided the research progress has been found satisfactory by the Committee and subject to the approval of the recommendations of the Committee by Director, RCI.
- d) You will not be entitled for DA, CCA, Bonus and LTC. You will not be eligible to be member of the Contributory Pension Fund.
- e) You may be granted House Rent Allowance (HRA) as per entitlement, if you have not been provided any accommodation.
- f) You will be entitled for Medical Benefits for self only available in DRDO extended through its MI-Room.
- g) You will not be entitled to any travel allowance for reporting to the Lab/Estt. to assume appointment as Research Fellow.
- h) The fellowship may be terminated at any time with a notice of one month. Research Fellows may resign with a prior notice of one month. Payment of one month's Fellowship emolument, in lieu of notice period, by either side, may be considered at the discretion of the Director of the Lab/Estt./Unit.
- i) You will be entitled for leave as per Rules in force. However, Maternity Leave may be given to women fellows.
- j) You may be provided a contingent grant of ₹ 15,000/- per annum on reimbursement basis towards expenditure incurred by you to attend seminars, travel expenses in connection with work, to carry out field work etc.

Contd ...2/page

19-23: 160115736040



04-Dec-2018

Dear Sanjay Kumar Vimmigari,
B.Tech/B.E., Mechanical Engineering
Chaitanya Bhatathi Institute of Technology

Candidate ID – 12485468

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:



OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Sarvesh Malpani
5-3-141, near hazaru bhavan,, Goshamahala
Hyderabad – 500012
TS
IND

Dear Sarvesh,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the “**Company**” or “**Amazon India**”), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the “**Offer cum Appointment Letter**”) the position of **Transportation Specialist I** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **20-Jul-2020** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months (“**Probation Period**”) from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period.

19-25: 160115736045



HEXAGON

Hexagon Capability Center India Pvt. Ltd.
Diyalasa Trinity Campus, HITC City, Madhapur
Hyderabad - 500081, India; T: +91 40 30015900
www.hexagon-india.com
CN: 10772070198790014434

7-Nov-19

Sri Charan Paddy Reddy
205, Lakmi Enclave,
Korolbagh, Padmanabha Nagar,
Mehdipatnam, Hyderabad - 500028

Sub: Employment Offer for the Position of Software Analyst

Dear Charan,

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 7-Nov-19 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 11-Nov-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 AM and 5:30 PM 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 Patiloori
Senior Manager - HR

Encl.: Benefits & other terms of employment.



**इंस्टीट्यूट ऑफ बैंकिंग पर्सनेल सिलेक्शन**

(भारतीय रिजर्व बैंक, केंद्रीय वित्तीय संस्थानों व वित्तीय क्षेत्र के बैंकों द्वारा स्थापित एक स्वायत्त संस्था)

INSTITUTE OF BANKING PERSONNEL SELECTION*(An autonomous body set up by Reserve Bank of India, Central Financial Institutions and Public Sector Banks)*

सहायिमायन

असेसमेंट में, हम पर भरोसा रखता है भारत

In assessment, India trusts us

Result of Online Main Examination for Recruitment of Officers Scale I (CRP RRBs IX) in Regional Rural Banks

Name of the candidate	GONDA SRIHARSHI
Roll No.	2481001901
Registration No.	1920260957
Date of Online Main Examination	06/01/21
Category	OBC
State applied for	TAMILNADU

Details of CRP (Online Main Examination) Scores

	Reasoning	Computer Knowledge	General Awareness	English Language	Hindi Language	Quantitative Aptitude	Total Weighted Score
Maximum Score	40	40	40	40		40	200
Cutoff Score required for provisional shortlisting for interview for OBC	08.75	08.75	07.75	03.50		02.75	070.81
Obtained Score	15.50	23.00	10.75	21.75		14.50	065.50

Total Weighted Score = Scores obtained in (Reasoning X 1.25 + Computer Knowledge X 1.00 + General Awareness X 1.00 + English Language + Hindi Language X 1.00 + Quantitative Aptitude X 1.25)

For details on Process of Arriving at Scores, please refer to authorised IBPS website www.ibps.in



HEXAGON

Hexagon Capability Center India Pvt. Ltd.
DivyaSree Trinity Campus, HITEC City, Madhapur
Hyderabad - 500 081, India, T. +91 40 30018000
www.hexagon-161.com
GR: 072206701997F1C0144A

31-Oct-19

Neppalli Venkata Satya Laxmi Srinivas
235-A, Old MIG BHEL,
R C Puram, Sangareddy Dist.,
Telangana - 502032.

Sub: Employment Offer for the Position of Software Analyst

Dear Srinivas,

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 1-Nov-19 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 4-Nov-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 Patloori
Senior Manager - HR

Encl.: Benefits & other terms of employment

Accepted.
31/10/2019



APPOINTMENT LETTER

May 7, 2019

Dear **Venkata Giri Sasanapuri**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Page 1

8388670

19-29: 160115736060



HEXAGON

Hexagon Capability Center India Pvt. Ltd.
Dyadsree Trinity Campus, HITEC City, Madhapur
Hyderabad - 500 081, India, T: +91 40 30019300
www.hexagon-ccl.com
CIN : U72200TG1987PTC014464

5-Nov-19

Addula Yashwanth Reddy
Flat No: 203, Ista Homes,
RKR Enclave, Hastinapuram,
Hyderabad - 500070.

Sub: Employment Offer for the Position of Software Analyst

Dear Yashwanth,

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 5-Nov-19 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 11-Nov-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 8:00 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 Patloori
Senior Manager - HR

Encl.: Benefits & other terms of employment

05/11/2019
Accepted

19-30: 160151736301





Together for a better future

17th June 2019

Name : Allu Venkata Sai Kumar
Reference Id : CBIT_Mech_D44
College : Chaitanya Bharathi Institute of Technology
University : Osmania University
Region : Hyderabad

Subject: Offer Letter

Dear Mr.Sai Kumar,

With reference to the interview we held, we are pleased to offer you an employment as Graduate Engineer Trainee (GET) position in our organization on the following terms and conditions:

- You will be paid a CTC of **Rs. 3,70,000/-** per annum (Rupees Three Lakhs and Seventy thousand Only) which is inclusive of retention Bonus.
- You are advised to undergo the pre-employment medical check-up with any of the approved diagnostic center prior Two weeks before your joining.
- Below are the required documents which need to submit Xerox copies of the following on the date of joining.
 - a) **B.Tech / BE Course completion proofs:** i) Provisional ii) Consolidated Mark Sheet
 - b) **ID Proofs:** i) Aadhaar copy ii) Passport copy iii) Pan card copy
- Your offer of employment will be confirmed subject to clearing the **Pre-employment Health Check-up, B.Tech / BE Certificate & ID proofs.**
- You will be governed by the terms and conditions of the company, which will be issued detailed appointment letter, on the day of joining.
- You are advised to join the company on **01st July 2019 (Monday).**
- Office timings will be **08.00 AM to 17:00 PM.**

We are confident that you will find **Hyundai Motor India Engineering Pvt. Ltd.**, a better place to work at. We are looking forward to have a mutually beneficial association with you. Please confirm your acceptance of this contingent offer.

Yours Sincerely,



EUISUNG YOON
HEAD - HRGA

I accept the above offer and have received a copy of this letter and responsibilities related to the position for my personal information.

Signature:

Date:

Hyundai Motor India Engineering Private Limited
Regd. Office : Survey No. 5/2 & 5/3, Opp. Hitech City Railway Station, Izzatnagar, Lingampally Mandal, Rangareddy Dist., Hyderabad-500 084. Tel : +91 40 6657 4000. Fax : +91 40 6657 4099
CIN: U50103TG2006PTC073037

19-32: 160115736308



23 December 2020

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Manikanta Ganasari

**Address: B:- 80/16, Rajivgruhakalpana, Papireddy nagar, Chandanagar, Serilingampally,,
Hyderabad, 500050**

This letter is to confirm that **Manikanta Ganasari** is currently employed at Amazon Development Centre (India) Private Limited.

Manikanta Ganasari is employed as a **Business Operations Specialist** and commenced employment with Amazon on **28 December 2020**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu".

Arijit Basu

Sr. Manager, HR Operations – HR Services



BHEL-GE Gas Turbine Services Pvt. Ltd.

A Joint Venture of BHEL and GE
Regd. Office & Head Office
Quadrant -1, 7th Floor, Module No. A1, A2, A3,
Cyber Towers,HITEC City, Madhapur,
Hyderabad - 500 087, Telangana, INDIA
Tel : +91-40-4064 0111, www.bggts.com
CIN : U51505TG1997PTC040687

Private & Confidential

November 05, 2019

To
Mr. Naveen Pulla
Plot No: 198,
Nethaji Nagar, Gulmohar Park colony,
Lingampally, Hyderabad.

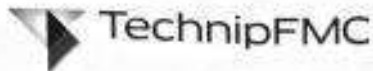
Dear Mr. Naveen,

Sub: Offer of Appointment

We are pleased to offer you an appointment with BHEL - GE Gas Turbine Services Pvt. Ltd as "Graduate Engineer Trainee" based at our Head Office, Hyderabad with a Cost to Company (CTC) of Rs. 4,00,000/- [Rupees Four Lakhs Only] per annum as per the following terms & conditions agreed by us mutually:

TERMS AND CONDITIONS

1. The components of your salary are provided in Annexure-1, would be governed by Company policies and procedures as amended from time to time. All statutory and other deductions as per Company Rules will be on your account. Management reserves the right to make changes to your Compensation Structure any time at its sole discretion.
2. Your place of work will be at our "Head Office, Hyderabad". However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where BGGTS conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
3. **The terms of this offer shall be kept strictly confidential.** You shall execute all other documents as may be required to give effect to this offer. This offer of appointment is conditional and subject to the satisfactory completion of your pre-employment medical examination and regulatory / background verification checks. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter. If any declaration given or furnished by you to the Company prove to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to removal from service without any notice.



24th June 2019

Ms. Bipeta Amrutha Varshini,
D/O Asha Latha,
CBIT, Hyderabad

Dear Amruthavarshini,

Sub: Offer of Appointment as "Associate Engineer"

This has reference to your application and discussion you had with us. We are pleased to offer you a position as "Associate Engineer" in Grade 14. You will be operating from our Hyderabad office in India.

Your total cost to the company will be **INR 551,000/-** (Rupees Five Lakh Fifty One Thousand Only) per annum. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure 1) for your reference.

This offer is subject to you and your Surety executing the Service Agreement. The terms and conditions of your appointment are as follows:

1. You shall join us on or before July 1st, 2019.
2. You will be on probation for a period of 06 (Six) months. Your performance and conduct will be reviewed during the probation period. You will be deemed confirmed, unless the probation is extended and a letter issued to that effect. In case your performance and/or conduct is not up to the required level, the Company may either terminate your service or extend the probation period further for 6 months. The overall probation period shall not exceed one year from date of joining.
3. The period of probation does not confer on the employee any right to continue in employment and does not interfere in any way the right of the company to terminate employment at any time.
4. Dependent parents will be covered under Group Mediclaim Insurance Policy along with you for a maximum total amount of Rs. 5,00,000/- p.a. You will be covered exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5,00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10,00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.
5. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
6. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
7. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rules. The Company shall make a matching contribution on the employee's basic salary.

FMC Technologies India Pvt. Ltd.
Plot No. 27/Part1, Survey No. 124, Road No 12,
Commercial, Raheja IT Park,
Industrial Park, IDA Nacharam,
Hyderabad, Telangana, INDIA, 500 076
Phone: +91 40 66342900
Fax: +91 40 66342901
CIN: U25219TG/TCINF/TC0799888
Website: technipfmc.com



FIAT CHRYSLER AUTOMOBILES

Offer - Letter of Intent

FCA Engineering India Pvt. Ltd.,
902 Galleria Business Park I, 1st Block,
3th Floor, 9143, D. NCR Road,
Hyderabad, Chennai-56

Dear Chandini Allada

Congratulations!

We are pleased to inform you that you have been selected for the position of Graduate Engineer Trainee with INR. 425,000/- in our Organization from your Campus during the Campus Recruitment Programme 2018 batch. Kindly Consider this as an offer and we request you to join us as a part of FCA Engineering India GET Programme 2019 batch.

Please note your place of posting can be in any of the working location where our business affairs are situated. Currently we have our business offices in Chennai & Pune.

This offer is valid subject to your clearing all your academic papers & being found medically fit. You will be intimated your date of joining which may be anytime post completion of your course.

Request you to give us your confirmation regarding your acceptance of our offer by returning a signed copy of this offer to us as an acknowledgment.

A warm welcome to the FCA family!

Truly Yours,

For FCA Engineering India Pvt. Ltd.

Darshankumar Shetty

Senior Manager - HR

CHANDINI ALLADA

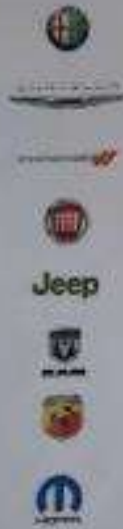
Signature & Name of the Candidate

Phone Number of candidate: 8885167309

Email ID of candidate: Chandini97@gmail.com

Place: Hyderabad

Date: 17/12/18



FCA

FIAT CHRYSLER AUTOMOBILES

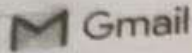
APAC
REGION

FCA Engineering India Private Limited
Corporate Office: 902 Galleria Business Park I, 1st Block,
3th Floor, D. NCR Road, Hyderabad, Chennai-56

FCA India Pvt. Ltd. - HR
902 Galleria Business Park I, 1st Block,
3th Floor, D. NCR Road, Hyderabad, Chennai-56

Regional Office
902 Galleria Business Park I, 1st Block,
3th Floor, D. NCR Road, Hyderabad, Chennai-56

19-37: 16015736065

 Gmail

Nin Reddy <ninreddypo@gmail.com>

Fwd: RESUMES and SKYPE IDS

Shrunkha Jain <shrunkha.jain@hil.in>
To: Sai Bhavana <bhavanayvs@gmail.com>
Cc: Nin Reddy <ninreddypo@gmail.com>, Anandini Parimi <anandini.parimi@hil.in>

Thu, Feb 7, 2019 at 6:18

Hi Bhavna,

It was a pleasure interacting with your students.

Congratulations! The following students have been shortlisted:

✓1	K.B.Mahalakshmi	—	Chemical
✓2	Vijay Tirumalasetty	—	chemical
✓3	Sharath Chandra reddy vudem	—	EEE-1
✓4	Srikesh Pulluri	—	EEE-2
✓5	M. Sri Sai Kaushik	—	Medi-2
✓6	Poojitha Vinjamur	—	EEE-2
✓7	N. Keerthi Shravani	—	Mechanical-2

You can eliminate them from the Placement Process.

In order to confirm their appointment with us, following formalities have to be undergone:

1. Document Verification
2. Medical Examination

We'd be releasing the offer after the Document Verification.

Please share the following documents (scanned & compressed student wise) by tomorrow, 9 AM:

1. Educational Qualification Docs. (10th, 12th, Graduation, Diploma, as applicable)
2. Signed cancelled Cheque (HDFC/SBI) (In case they don't have one, we can open one for them after th
3. Recent Passport size photograph
4. PAN Card
5. Aadhar Card
6. Any prior work Experience docs.

163

Forward k P
- A.O.D. chemical,
P.E. chem SSE



Mechanical FPC <fpc_mech@cbit.ac.in>

Fwd: confirmation letter for Campus drive

1 message

Mechanical HEAD <hod_mech@cbit.ac.in>
To: fpc_mech@cbit.ac.in

Wed, Sep 28, 2022 at 11:50 AM

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

From: **Nln Reddy** <nlnreddypo@gmail.com>

Date: Fri, Mar 22, 2019 at 2:14 PM

Subject: Fwd: confirmation letter for Campus drive

To: principal <principal@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, HoD, IT Dept, CBIT <hod_it@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, <hod_eee@cbit.ac.in>, <hod_biotech@cbit.ac.in>, <hod_cse@cbit.ac.in>, <hod_sms@cbit.ac.in>

Cc: <vadapalli.sreya98@gmail.com>, Vivek Reddy Rami Reddy <rr.vivekreddy@gmail.com>, <bharathspacek@gmail.com>, <varshit.cv@gmail.com>, <yaminigupta475@gmail.com>, Karan Bharat Maganti <karanbmaganti@gmail.com>, <geethamhariyana@gmail.com>, Bhuvana chandra Gundlapally <saireddy299@gmail.com>, sri priya <sripriya.simahadri@gmail.com>, <chandramouli9498@gmail.com>, <sukkaprashanth04@gmail.com>, <guptasaakshi1@gmail.com>, <anilkondapalli99@gmail.com>, jaichandrakanth reddy <chandrakanthreddy208@gmail.com>, Tamiz Bharthepudy <btamiz3110@gmail.com>, <vaishnavipulluri.rs@gmail.com>, <sravanpenthala45@gmail.com>, Anantha Rohan P <anantharohan299@gmail.com>, Rohan Bolusani <bolusanir@gmail.com>, <soni29reddy@gmail.com>, Sai Ruthwik <sairuthwik511@gmail.com>, Sneha Pasupula <snehapinkymvs@gmail.com>, DURGA PRASAD PATLOLLA <patlolladurgaprasad6@gmail.com>, sohila krishna <sohilakrishna@gmail.com>, <dilipepparapalli@gmail.com>, Anisha bomma <anisha778@gmail.com>, <taha.mohimin@gmail.com>, vishwanath Reddy <yasavishwanath@gmail.com>, abhishith purihella <abhi33bharadwaj@gmail.com>, akhila ch <ch.akhila123@gmail.com>, Jani Pasha <janipasha240@gmail.com>, Aditya Nukala <adityanukala98@gmail.com>, Lasya Ganti <lasyaganti@gmail.com>, Hemanth Kumar <hemu.k17@gmail.com>, <epparamnivas1947@yahoo.com>, ritika singh <moonritika@gmail.com>, Balaji Lenkalapelli <balaji31142813@gmail.com>, <aruntejagaddam1998@gmail.com>, <sharanyaneelam18@gmail.com>, Tejaswi lella <tejaswilella40@gmail.com>, Abhijit Purkar <purkarabhijit@gmail.com>, <saniyafarheen9900@gmail.com>, <prasannapks04@gmail.com>, kiran kunchala <kirankunchalareddy@gmail.com>, abhilash kodali <abhilashkodali247@gmail.com>, Praveena Bussari <praveenalaxman96@gmail.com>, aqhib ahmed <Auquibahmed@gmail.com>, THILAKA GANDHAM <Thilakagandham@gmail.com>

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

From: **hr. mechzone** <hr.mechzone@gmail.com>

Date: Fri, Mar 22, 2019 at 12:59 PM

Subject: Fwd: confirmation letter for Campus drive

To: <snehaakash@gmail.com>, <nlnreddypo@gmail.com>

Dear Placement Officer,

CBIT College of Engineering and Technology

Greetings!

It was indeed a pleasure talking to you. As per our telephone discussions, below is the details of our organization.

We intend to recruit 100 Manpower for our Hyderabad,, Vijaywada,Vizag & Bangalore Location owing to the expansion for which we would like conduct campus interview drive at your esteemed institute. On **23-03-2019**

Greeting from Mech Zone Solutions,

This mail is regarding the requirement we have in our organizations, we are looking forward to having intern, fresher's as full-time employers and freelancers from your College, and would also be providing them the training allowing with the certification, below are the detail description of our company and position we are hiring for . **(ALL THE STREAMS ARE INVITED).**

Job Requirement.

-

1. Business Development Officer
2. Internship For Digital Marketing Candidates
3. HR internship
4. Tele callers
5. **CLIENT ACQUISITION OFFICERS**

Overview of the Company:

Mech Zone Solutions is a proprietorship firm, which deals with Manpower Placements, Training & Development, Event Management Marketing & Branding, Specialized for Dealer-Auto World. We are known for our qualitative services and committed workforce, which leads to good customer interaction and needful services. We intended to provide skilled manpower, we measure the output of an individual & train them for the productive investment of resources for best outcome. We have unique capabilities and an expert team for providing the good quality and promising training. With our services we help you in reaching to your desired goal.... LETS BE TOGETHER

CLIENT ACQUISITION OFFICERS :

Job Description:

- Build relationships with key employees among customers
- Create plans to address clients' business needs
- Advise clients on creating profitable processes
- Schedule regular meetings with customers to ensure they are satisfied
- Act as point of contact for complaints and escalate issues as appropriate
- Help sales team up-sell or cross-sell services and products
- Ensure both the company and clients adhere to contract terms
- Study competition to find new ways to retain customers

Set sales and revenue targets and work diligently to meet them

Collaborate with internal teams (e.g. sales, engineers, senior management) to address customers' needs.

Candidate must be:

1. Good communication skills
2. Able to handle clients and get the business dealing with them.
3. Able to travel to the client's place and meet the client for a presentation of the company
4. Any Graduated is applicable.

Salary Package.

1. Business Development Officer (Client Acquisition officer) - Salary Up to **Rs.25,000**(Plus Incentives).
2. Telecallers- Salary Up to **Rs.12,000**

Thanks & Regards,
L.Upendra Reddy,
6305991294,
HR- MechZone Solutions

--

With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587

--

Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



Mechanical FPC <fpc_mech@cbit.ac.in>

Fwd: CBIT SELECTED CANDIDATES LIST

1 message

Mechanical HEAD <hod_mech@cbit.ac.in>
To: fpc_mech@cbit.ac.in

Wed, Sep 28, 2022 at 11:49 AM

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

From: **Nln Reddy** <nlnreddypo@gmail.com>

Date: Sat, Mar 30, 2019 at 1:46 PM

Subject: Fwd: CBIT SELECTED CANDIDATES LIST

To: principal <principal@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, HoD, IT Dept, CBIT <hod_it@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, <hod_eee@cbit.ac.in>, <hod_biotech@cbit.ac.in>, <hod_cse@cbit.ac.in>

Cc: bhavesh raja <rajabhavesh@gmail.com>, Mani Deepika <manidpka@gmail.com>, sneha laxman <snehaakash@gmail.com>, <vijaytirumalasetty97@gmail.com>, <katapallyakhila@gmail.com>, Jaswanth Lella <jaswanthlnn@gmail.com>, akhila mora <akhila.mora1315@gmail.com>, RAJEEV KUMAR <rajeevroxx4@gmail.com>, Asra Naseem <asranaseem98@gmail.com>, <mnrkumarmalladi@gmail.com>, naveen vanamala <naveenv.vanamala@gmail.com>, Divya k <kdivyarsha4@gmail.com>, anil krishna <anilkrishna11@gmail.com>, Saiteja Bandari <saitejabandari27@gmail.com>, Ankitha P <ankithaias@gmail.com>, Siddharth Gupta <siddharthguptasg97@gmail.com>, Harsha Vardhanrao <harshavardhanrao45@gmail.com>, PALLAVI B <bpallavi46@gmail.com>, Shreya Therupally <therushreyat@gmail.com>, Shravya Sheela <shravyasheela97@gmail.com>, Jagannath Saragadam <jagannathsr@gmail.com>, yenigalla satvika <satvikay@gmail.com>, BhargavReddy Muthukuru <bhargavreddymuthukuru@gmail.com>, Nihitha Veeramachaneni <v.nihitha@gmail.com>, Gopala Kala <gopalakrishna.kala@gmail.com>, <mounica.vaddepally@gmail.com>, mallikarjuna reddy <mallikarjunareddy2610@gmail.com>, Praveka Surapaneni <praveka@gmail.com>, sai akhil <rayapudisaiakhil@gmail.com>, Lokesh Kota <klkb1998@gmail.com>, <srisowbhagya3@gmail.com>, <varshikhebrolu@gmail.com>, sushma cheruku <chsushma08@gmail.com>, <ronithraj.k@gmail.com>, Shashidhar Mamidipelli <mshashidhar1@gmail.com>, <sahitya.satrasala3@gmail.com>, Nitin Reddy <nitinreddy1998@gmail.com>, <cbit.sreekarasg@gmail.com>, <srikeshpulluri11@gmail.com>, Rashmi Kapoor <rashmikapoor1998@gmail.com>, Shreyas Amin <shreyasravishamin@gmail.com>, Rishi RTM <rishimadduri@gmail.com>, Krishna Kaundinya Desaraju <contact.kk1997@gmail.com>, Meera Prasanna Ayyagari <ayyagarimeeraprasanna@gmail.com>, Rahul Konakanchi <rahulkonakanchi97@gmail.com>, Sai Bhavana <bhavanayvs@gmail.com>, Humera Hina Khan <khan96humera@gmail.com>, Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>, Munna Shaik <munna.aero@gmail.com>

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

From: **MZ CRM** <mechzone.crm@gmail.com>

Date: Sat, Mar 30, 2019 at 11:59 AM

Subject: CBIT SELECTED CANDIDATES LIST

To: <snehaakash@gmail.com>, <nlnreddypo@gmail.com>

Hi Sir,

I am sending you the list of the candidates who were selected in the drive.

Thanks and regards,
Upendra Reddy,
6305991294.

--

With Best Regards,

Dr. NLN REDDY,

TPO., CBIT.
98494 66587

--

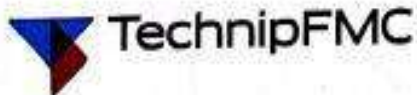
Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



CBIT 1.xlsx
12K

CBIT SELECTED STUDENTS LIST

S.NO	NAME	POSITION
1	Varun Reddy	CRM
2	S.SREERAM MURTHY	BDE
3	d.sai harsa	BDE
4	G.NARASIMHA REDDY	BDE
5	M.PURNA	BDE
6	NITYA INGALE	BDE
7	SUNAYANA PATUR	BDE\CRM
8	SUPRIYA PONNA	BDE\CRM
9	SNEHA LAKSHMAN	BDE\CRM
10	M.SREEVARDHAN REDDY	TTT\BDE
11	JASWANTH A D S NATH REDDY	BDE
12	SHIREESHA	HR
13	Revanth Reddy Pasham	BDE
14	T.jagadiswar reddy	BDE
15	Phalguni Pradhan	BDE
16	N.Sai Teja	TTT
17	Naveen Pulla	BDE
18	K.Sreekanth	BDE
19	Akshitha Reddy Thadur	BDE
20	Geethika	CRM
21	V Sai Nikhila	HR
22	Chowdavarapu Malavika	HR
23	K.Sree Priya	HR
24	Prashanth Reddy Rontala	TTT
25	Jadhav Sevalal	BDE
26	Rishikesh Reddy.P	CRM
27	I.malliKarjun Reddy	CRM
28	G.manasa	CRM
29	Mummadi.Sai Ram	CRM
30	Mitesh Loya	CRM
31	Kondi Rasagna	TTT
32	K.Rachana	INTERNSHIP
33	Nikunj Sarada	CRM
34	s.rahmath	CRM
35	E.Prasanth	CRM
36	Kodati.Suma	CRM
37	D.Moses	INTERNSHIP
38	Praveen Gitta	TTT
39	A.Rahul Gupta	CRM
40	K.Keshav kumar	BDE
41	Kadhuri Manasa	BDE



23rd Aug 2018

Meera Ayyagari
CBIT Hyderabad

Dear Meera,

Sub: Offer of Appointment as "Associate Engineer"

This has reference to your application and discussion you had with us. We are pleased to offer you a position as "Associate Engineer" in Grade 14. You will be operating from our Hyderabad office in India.

Your total cost to the company will be INR 6,00,000/- (Rupees Six Lakh Only) per annum. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure I) for your reference.

This offer is subject to you and your Surety executing the Service Agreement.

The terms and conditions of your appointment are as follows:

1. You shall join us on or before July 1st, 2019.
2. You will be on probation for a period of 06 (Six) months. Your performance will be reviewed during and after completion of the probation for confirmation. In case your performance is not up to the required level, the Company may either terminate your service or extend the probation period further.
3. Dependent parents will be covered under Group Mediclaim Insurance Policy along with you for a maximum total amount of Rs. 5,00,000/- p.a. You will be covered exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5,00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10,00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.
4. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
5. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
6. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rules. The Company shall make a matching contribution on the employee's basic salary.

FMC Technologies India Pvt. Ltd.
Plot No.27(Part), Survey No. 124, Road No 12,
Commerzone, Raheja IT Park,
Opp. Institute of Preventive Medicine,
Industrial Park, IDA Nacharam,
Hyderabad, Telangana, INDIA - 500 076
Phone: +91 40 66342900
Fax: +91 40 66342501
CIN: U29218TG2009FTC279989
Website: TechnipFMC.com



HRD/3T/20-21/1001331928

Ms. Navya Chirutha
Candidate ID: 1001331928
H No: 5-97, VII Donor,
Mandal Dharmapuri,
Jagitial - 505454
Telangana
India
Ph: (91) 87907 37689

August 10, 2020

Dear Navya,

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
CH-1351 NAVA CHIRUTHA
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T: 91 80 2852 0261
F: 91 80 2852 0362
navia@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2020.08.10 11:48:58 +05:30
Reason: Offer Letter
Location: Bangalore



Mechanical FPC <fpc_mech@cbit.ac.in>

Fwd: confirmation letter for Campus drive

1 message

Mechanical HEAD <hod_mech@cbit.ac.in>
To: fpc_mech@cbit.ac.in

Wed, Sep 28, 2022 at 11:50 AM

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

From: **Nln Reddy** <nlnreddypo@gmail.com>

Date: Fri, Mar 22, 2019 at 2:14 PM

Subject: Fwd: confirmation letter for Campus drive

To: principal <principal@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, HoD, IT Dept, CBIT <hod_it@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, <hod_eee@cbit.ac.in>, <hod_biotech@cbit.ac.in>, <hod_cse@cbit.ac.in>, <hod_sms@cbit.ac.in>

Cc: <vadapalli.sreya98@gmail.com>, Vivek Reddy Rami Reddy <rr.vivekreddy@gmail.com>, <bharathspacek@gmail.com>, <varshit.cv@gmail.com>, <yaminigupta475@gmail.com>, Karan Bharat Maganti <karanbmaganti@gmail.com>, <geethamhariyana@gmail.com>, Bhuvana chandra Gundlapally <saireddy299@gmail.com>, sri priya <sripriya.simahadri@gmail.com>, <chandramouli9498@gmail.com>, <sukkaprashanth04@gmail.com>, <guptasaakshi1@gmail.com>, <anilkondapalli99@gmail.com>, jaichandrakanth reddy <chandrakanthreddy208@gmail.com>, Tamiz Bharthepudy <btamiz3110@gmail.com>, <vaishnavipulluri.rs@gmail.com>, <sravanpenthala45@gmail.com>, Anantha Rohan P <anantharohan299@gmail.com>, Rohan Bolusani <bolusanir@gmail.com>, <soni29reddy@gmail.com>, Sai Ruthwik <sairuthwik511@gmail.com>, Sneha Pasupula <snehapinkymvs@gmail.com>, DURGA PRASAD PATLOLLA <patlolladurgaprasad6@gmail.com>, sohila krishna <sohilakrishna@gmail.com>, <dilipepparapalli@gmail.com>, Anisha bomma <anisha778@gmail.com>, <taha.mohimin@gmail.com>, vishwanath Reddy <yasavishwanath@gmail.com>, abhishith purihella <abhi33bharadwaj@gmail.com>, akhila ch <ch.akhila123@gmail.com>, Jani Pasha <janipasha240@gmail.com>, Aditya Nukala <adityanukala98@gmail.com>, Lasya Ganti <lasyaganti@gmail.com>, Hemanth Kumar <hemu.k17@gmail.com>, <epparamnivas1947@yahoo.com>, ritika singh <moonritika@gmail.com>, Balaji Lenkalapelli <balaji31142813@gmail.com>, <aruntejagaddam1998@gmail.com>, <sharanyaneelam18@gmail.com>, Tejaswi lella <tejaswilella40@gmail.com>, Abhijit Purkar <purkarabhijit@gmail.com>, <saniyafarheen9900@gmail.com>, <prasannapks04@gmail.com>, kiran kunchala <kirankunchalareddy@gmail.com>, abhilash kodali <abhilashkodali247@gmail.com>, Praveena Bussari <praveenalaxman96@gmail.com>, aqhib ahmed <Auquibahmed@gmail.com>, THILAKA GANDHAM <Thilakagandham@gmail.com>

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-

1. Business Development Officer
2. Internship For Digital Marketing Candidates
3. HR internship
4. Tele callers
5. **CLIENT ACQUISITION OFFICERS**

Overview of the Company:

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Job Description:

- Build relationships with key employees among customers
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Set sales and revenue targets and work diligently to meet them

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Candidate must be:

1. Good communication skills
2. Able to handle clients and get the business dealing with them.
3. Able to travel to the client's place and meet the client for a presentation of the company
4. Any Graduated is applicable.

Salary Package.

1. Business Development Officer (Client Acquisition officer) - Salary Up to **Rs.25,000**(Plus Incentives).
2. Telecallers- Salary Up to **Rs.12,000**

Thanks & Regards,
L.Upendra Reddy,
6305991294,
HR- MechZone Solutions

--

With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587

--

Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



Mechanical FPC <fpc_mech@cbit.ac.in>

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Cc: bhavesh raja <rajabhavesh@gmail.com>, Mani Deepika <manidpka@gmail.com>, sneha laxman <snehaakash@gmail.com>, <vijaytirumalasetty97@gmail.com>, <katapallyakhila@gmail.com>, Jaswanth Lella <jaswanthlnn@gmail.com>, akhila mora <akhila.mora1315@gmail.com>, RAJEEV KUMAR <rajeevroxx4@gmail.com>, Asra Naseem <asranaseem98@gmail.com>, <mnrkumarmalladi@gmail.com>, naveen vanamala <naveenv.vanamala@gmail.com>, Divya k <kdivyarsha4@gmail.com>, anil krishna <anilkrishna11@gmail.com>, Saiteja Bandari <saitejabandari27@gmail.com>, Ankitha P <ankithaias@gmail.com>, Siddharth Gupta <siddharthguptasg97@gmail.com>, Harsha Vardhanrao <harshavardhanrao45@gmail.com>, PALLAVI B <bpallavi46@gmail.com>, Shreya Therupally <therushreyat@gmail.com>, Shravya Sheela <shravyasheela97@gmail.com>, Jagannath Saragadam <jagannathsrs@gmail.com>, yenigalla satvika <satvikay@gmail.com>, BhargavReddy Muthukuru <bhargavreddymuthukuru@gmail.com>, Nihitha Veeramachaneni <v.nihitha@gmail.com>, Gopala Kala <gopalakrishna.kala@gmail.com>, <mounica.vaddepally@gmail.com>, mallikarjuna reddy <mallikarjunareddy2610@gmail.com>, Praveka Surapaneni <praveka@gmail.com>, sai akhil <rayapudisaiakhil@gmail.com>, Lokesh Kota <klkb1998@gmail.com>, <srisowbhagya3@gmail.com>, <varshikchebrolu@gmail.com>, sushma cheruku <chsushma08@gmail.com>, <ronithraj.k@gmail.com>, Shashidhar Mamidipelli <mshashidhar1@gmail.com>, <sahitya.satrasala3@gmail.com>, Nitin Reddy <nitinreddy1998@gmail.com>, <cbit.sreekarasg@gmail.com>, <sriekeshpulluri11@gmail.com>, Rashmi Kapoor <rashmikapoor1998@gmail.com>, Shreyas Amin <shreyasravishamin@gmail.com>, Rishi RTM <rishimadduri@gmail.com>, Krishna Kaundinya Desaraju <contact.kk1997@gmail.com>, Meera Prasanna Ayyagari <ayyagarimeeraprasanna@gmail.com>, Rahul Konakanchi <rahulkonakanchi97@gmail.com>, Sai Bhavana <bhavanayvs@gmail.com>, Humera Hina Khan <khan96humera@gmail.com>, Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>, Munna Shaik <munna.aero@gmail.com>

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TPO., CBIT.
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Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



CBIT 1.xlsx
12K

CBIT SELECTED STUDENTS LIST

S.NO	NAME	POSITION
1	Varun Reddy	CRM
2	S.SREERAM MURTHY	BDE
3	d.sai harsa	BDE
4	G.NARASIMHA REDDY	BDE
5	M.PURNA	BDE
6	NITYA INGALE	BDE
7	SUNAYANA PATUR	BDE\CRM
8	SUPRIYA PONNA	BDE\CRM
9	SNEHA LAKSHMAN	BDE\CRM
10	M.SREEVARDHAN REDDY	TTT\BDE
11	JASWANTH A D S NATH REDDY	BDE
12	SHIREESHA	HR
13	Revanth Reddy Pasham	BDE
14	T.jagadiswar reddy	BDE
15	Phalguni Pradhan	BDE
16	N.Sai Teja	TTT
17	Naveen Pulla	BDE
18	K.Sreekanth	BDE
19	Akshitha Reddy Thadur	BDE
20	Geethika	CRM
21	V Sai Nikhila	HR
22	Chowdavarapu Malavika	HR
23	K.Sree Priya	HR
24	Prashanth Reddy Rontala	TTT
25	Jadhav Sevalal	BDE
26	Rishikesh Reddy.P	CRM
27	I.malliKarjun Reddy	CRM
28	G.manasa	CRM
29	Mummadi.Sai Ram	CRM
30	Mitesh Loya	CRM
31	Kondi Rasagna	TTT
32	K.Rachana	INTERNSHIP
33	Nikunj Sarada	CRM
34	s.rahmath	CRM
35	E.Prasanth	CRM
36	Kodati.Suma	CRM
37	D.Moses	INTERNSHIP
38	Praveen Gitta	TTT
39	A.Rahul Gupta	CRM
40	K.Keshav kumar	BDE
41	Kadhuri Manasa	BDE



Fixed Term Appointment Letter

Date: 11th January 2021

To,
Ms. Shayista Faraaz,
Plot No - 552, Secretariat Colony,
Beside OI Play School,
Manikonda, Pappalaguda,
Rajendra Nagar - 500089

Dear Shayista Faraaz,

This has reference to your application dated / discussion with you - we are pleased to appoint you as Campaign Manager on contractual basis for a fixed period of Six Months on a consolidated salary of Rs.26568 (Twenty Six Thousand Five Hundred And Sixty Eight Rupees) per month.

Your appointment is being made on contractual basis which commence from 11th January 2021 and expired on 10th July 2021. Your contractual appointment will automatically come to notice pay or retrenchment compensation will be payable to you by the management. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. Except one month's notice or salary in lieu thereof, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the aforesaid specified and fixed period of your service.

Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As an employee of this company, you will maintain a high standard of loyalty, efficiency, integrity and will liaise with employees.

The management will be within its rights to transfer you for work or loan your services to any other unit/division/department where the company has an office or branch or unit or site for work either at present or may have at any time in future.

You will devote your whole time and attention to the interest of the company and will not engage yourself in any other work wither paid or in honorary capacity.

Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will

Page 1 of 2



Keatser, Inc
 91Springboard, Jubilee Enclave,
 HITEC City, Hyderabad, Telangana, 500081, India

15th October 2019
 Ms. Shreshta Mahankali

Career Offer

Dear Shreshta,

We take pleasure in inviting you to join Keats as **Community Manager**. Your joining location will be **Hyderabad** reporting to **Mr. Ravi Chandra** as per the terms and conditions mutually agreed upon, which are as follows:

1. You are requested to join the company on or before **15th Oct 2019**
2. You will be reporting to the office in the address given below: 91springboard, Jubilee Enclave, HITEC City, Hyderabad, Telangana 500081.
3. This offer is subject to acceptance of employment agreement to be signed on the date of joining.
4. You shall be paid Rs. 30,833/- per month as a salary for the said position.
5. The salary is subject to change every quarter based on the performance and growth of the company.

PARTICULARS	PER MONTH (INR)
Basic	27233
Conveyance	3600
Gross Salary	30833
DEDUCTIONS	
Professional Tax (PT)	200
Tax Deduction at Source (TDS)	3083
Health Insurance	0
Total Deductions	3200
Net Salary (Take Home)	27550

*Note: Subject to employee contribution for Group Health Insurance for family and TDS, Net salary may change.



September 14, 2020

Emp ID: 141350

Akhil Arasada
Hyderabad
akhil.arasada@praxis.ac.in

Dear Akhil,

We are pleased to extend this letter of appointment ("Letter") to you as "Management Trainee-1" within Corporate Function-Data & Analytics group at IDFC FIRST Bank Limited (the "Bank"). You are expected to join on or before September 14, 2020 ("Date of Joining") basis the agreement. Your Total Fixed Pay ("TFP") will be INR.1400000/- per annum. The position is currently based at Mumbai.

Your Compensation Details are as per the attached Annexure.

Further, as agreed and accepted by you electronically, your appointment is subject to your abiding to, in letter and spirit:

- ➡ Terms & Conditions of Employment
- ➡ Code of Conduct
- ➡ Code of Conduct for Prohibition of Insider Trading for the Bank

This appointment is subject to you being medically fit to perform your role effectively. It is also subject to verification, as per the norms of the Bank, of information and particulars submitted (electronically or signed) by you, including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bank.

Thank You.

For IDFC FIRST Bank Limited.

Signature Not Verified
Digitally signed by JENNIFER LOBO
Date: 2020.09.15 11:41:40 +05:30
Reason: Letter of Appointment

Jennifer Lobo
Lead - HR Operations

I, **Akhil Arasada**, son/daughter of _____ resident of _____ (city), do hereby accept the above & confirm/certify that all the information/details submitted by me for IDFC FIRST Bank portal/site/forms/ letter to be deemed as certified & attested by me & I take complete responsibility of the same. I agree to authenticate the same with originals as & when the organization requires.

- Date of Joining the Bank:
- PAN number:
- Email ID: akhil.arasada@praxis.ac.in

Signature:
Employee ID: 141350
Date:

Authenticated by
Signature:
Name:
Employee ID:

This is a digitally signed document and does not require physical signature

Classification: Internal - Vendor Shareable

108	160115734087	Jay Panara	EEE	jay.panara@gmail.com	+91 9959590038
109	160115734050	Sharath Chandra Reddy Vudem	EEE	vudemsharathchandreddy117@gmail.com	+91 9912935997
110	160115734030	Veerannagari Hari Charan Reddy	EEE	v.haricharanreddy1997@gmail.com	+91 9666585625
111	160115734060	Vishnu Pasula	EEE	vishnupasula2@gmail.com	+91 9505951721
112	160115734089	Madhu Amaraboina	EEE	madhuamaraboina@gmail.com	+91 9640738056
113	160115734033	M.Manikanth	EEE	jmpadi39@gmail.com	+91 8333978461



Cognizant

1	160115805030	Rizwana Shaik	Bio-Tech	shaikrizwanas.01@gmail.com	9515922908
2	160115802050	Vijay Tirumalasetty	Chemical	vijaytirumalasetty97@gmail.com	9000382135
3	160115732051	Shashank Yathavakilla	Civil	shashankyvr77@gmail.com	9154721133
4	160115732001	Akhila Reddy Katapally	Civil	katapallyakhila@gmail.com	7095120066
5	160115732084	Akhil Konegari	Civil	akhilodian@gmail.com	9959621296
6	160115732095	Mahesh Kolishetty	Civil	kolishettymahesh@gmail.com	9177818818
7	160115733155	Faraaz Ahmed	CSE	faraazahmed000@gmail.com	6301870006
8	160115733092	Manish Kumar Sadhu	CSE	sadhumanishkumar@gmail.com	9492807348
9	160115733070	Jyothi Thota	CSE	thotajyothi1697@gmail.com	6302700940
10	160115733023	Aravind Babu Somarapu	CSE	somarapuaravind@gmail.com	7306832596
11	160115733109	Sairaja Yadugiri	CSE	sairajay39@gmail.com	9553506735
12	160115733150	Aashish Reddy Vundhyala	CSE	aashishreddy5555@gmail.com	9441656695
13	160115733076	Sravya Butharaju	CSE	srvyabutharaju123@gmail.com	9154363490
14	160115733008	Pallavi Byagari	CSE	bpallavi46@gmail.com	7680907146
15	160115733099	Praneeth Kumar Sajulu	CSE	spraneethkumar97@gmail.com	9848167510
16	160115733144	Hajirah Tabassum Shaik	CSE	hajirahtabassum@gmail.com	7674959792
17	160115733002	Asra Naseem	CSE	asranaseem98@gmail.com	7893943284
18	160115733040	Pavan Sai Ganji	CSE	pavansai57@gmail.com	9703163272
19	160115733042	Raghavendra Rao Kotha	CSE	raghavendraraokotha@gmail.com	9063552359
20	160115733169	Sandeep Kumar Nallala	CSE	sandym1996@gmail.com	7396657797
21	160115733059	Venkata Srivatsa Grandhi	CSE	srivatsa28@gmail.com	9177830941
22	160115733177	Uma Maheshwara Swamy Desine	CSE	dumahesh1598@gmail.com	9666642416
23	160115733077	Arabati Tejaswi Roopini	CSE	tejaswiroopi28@gmail.com	8790410462
24	160115733121	Alekya Gujjala	CSE	alekya1209@gmail.com	8790419100
25	160115733082	Abrar Athar Hashmi	CSE	hashmiabrar14@gmail.com	9618205648
26	160115733075	Shefali Shireen	CSE	shefalishaik@gmail.com	8333009022
27	160115733056	Srinath Tangallapally	CSE	srinath.tangalapally@gmail.com	9000260145

Dr. N L N REDDY

Director-CDC

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28	160115733059	Madhukar Domakonda	CSE	madhukarpateld@gmail.com	8374676230
29	160115733014	Shambhavi Mkdv	CSE	shambhavi.7925@gmail.com	9550607925
30	160115733151	Achyuth Pottlapally	CSE	pachyuth98@gmail.com	8897073808
31	160115733302	Shravani Kamatala	CSE	shravanikamatala96@gmail.com	9866514402
32	160115733061	Aakanksha Vinnakoti	CSE	aakanksha172014@gmail.com	7032208430
33	160115733152	Deepak Palavarapu	CSE	deepakpalavarapu@gmail.com	7793977145
34	160115733127	Komal Puranik	CSE	komalpuranik210@gmail.com	8106919270
35	160115733031	Hemanth Reddy Musuku	CSE	mhr2697@gmail.com	9949307289
36	160115733134	Rachana Kavukuntla	CSE	rachanakavukuntla@gmail.com	7702700800
37	160115733087	Harish Kumar Kathi	CSE	kharishk1998@gmail.com	8184967782
38	160115733153	Dileep Matha	CSE	dileep.matha98@gmail.com	9490421430
39	160115733029	Hari Samanth Challa	CSE	challahari520@gmail.com	9177801081
40	160115733001	Akhila Sirikonda	CSE	akhilachowdary98@gmail.com	9133779393
41	160115733004	Keerthi Sanke	CSE	keerthisanke.sk@gmail.com	7032794006
42	160115733170	Aaqil Shaik	CSE	aaqilshaik.as@gmail.com	9908760663
43	160115733049	Sai Krishna Reddy Allala	CSE	skrallala752@gmail.com	7032425414
44	160115733016	Shreya Therupally	CSE	therushreyat@gmail.com	9652578223
45	160115733006	Monica Kamal	CSE	monica.srpk@gmail.com	9441316478
46	160115733069	Divyarsha Koduri	CSE	kdivyarsha4@gmail.com	9100440664
47	160115733057	Srujanvesh Goud Kotha	CSE	srujanveshg@gmail.com	9133422449
48	160115733032	Ithesh Muppaneni	CSE	itheshmuppaneni@gmail.com	7013490844
49	160115735152	Madhunala Nikhil	ECE	mnikhil2903@gmail.com	7075777020
50	160115735035	Anil Kumar Potharaju	ECE	anilkumar2597@gmail.com	7799306952
51	160115735134	Amulya Sairama Baswa	ECE	baswa.amulya@gmail.com	7893901032
52	160115735026	Suchithra Reddy Yellolu	ECE	suchithrareddy98@gmail.com	9133751155
53	160115735160	Sai Charan Reddy Battula	ECE	scrib1998@yahoo.com	9515723859
54	160115735081	Suhethaa Kurmeti	ECE	suhitha26@gmail.com	8688182541
55	160115735046	Naga Venkata Saikrishna Rayapu	ECE	saikrishna6797@gmail.com	9177144880
56	160115735066	Divya Sri Sarparapu	ECE	sdivysri@gmail.com	8247398438
57	160115735027	Supraja Palaju	ECE	palojusupraja@gmail.com	8500055878
58	160115735176	Varshik Chebrolu	ECE	varshikchebrolu@gmail.com	9705237270
59	160115735040	Harun Sai Reddy Devireddy	ECE	harunsai230@gmail.com	8297299298
60	160115735021	Sharon Keerthana Chiluvuri	ECE	sharonkeerthana1@gmail.com	8978258280
61	160115735162	Sai Krishna Nailani	ECE	saikrishna0924@gmail.com	7893695697
62	160115735077	Sreeranjani Didugu	ECE	sreeranjaniididugu@gmail.com	7032653244
63	160115735031	Vennela Bandlamudi	ECE	vennelabandlamudi1998@gmail.com	7799821549
64	160115735174	Trivedh Audurthi	ECE	trivedhnani@gmail.com	8686465811
65	160115735157	Rohith Ramesh	ECE	rohithramesh2@gmail.com	9133663950
66	160115735062	Aishwarya Kasim	ECE	kasimaishwarya@gmail.com	9000181414

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81

67	160115735129	Poojitha Borra	ECE	poojithaborra27@gmail.com	8886563958
68	160115735322	Latha Gunja	ECE	lathamadhuri86@gmail.com	7093660604
69	160115735164	Sainikhil Vandanapu	ECE	vandanapusainikhil@gmail.com	9100587675
70	160115735099	Mohan Kumar Methuku	ECE	mohankumarmethuku@gmail.com	9704699478
71	160115735078	Haritha Sri Deevi	ECE	harita.deevi4698@gmail.com	9493118530
72	160115735101	Nikhil Gattu	ECE	nikhilgattu14@gmail.com	8008766706
73	160115735033	Abhilash Reddy Devarinti	ECE	devarinti4037@gmail.com	9052810258
74	160115735154	Rajamallareddy Bakkammagari	ECE	rajamallareddy2405@gmail.com	8328157012
75	160115735076	Shanthi Priya Dulapalli	ECE	shantipriyamsd@gmail.com	9550814754
76	160115735126	Jose Liji P	ECE	lijipjose1712@gmail.com	7032405772
77	160115735003	Ashwitha Pasham	ECE	ashwithareddy.15@gmail.com	9550393707
78	160115735142	Amit Kumar Anchaliya	ECE	amitanchaliya11@gmail.com	9154707111
79	160115735018	Sahithi C	ECE	sahithichamanthula@gmail.com	9133559400
80	160115735135	Tejaswini Kondapuram Sampangi	ECE	tejaswinisampangi@gmail.com	9440855811
81	160115735039	Hareesh Gunda	ECE	GUNDAHAREESH5683@GMAIL.COM	9182037883
82	160115735049	Raghuram Chepuri	ECE	ch.raghuram5@gmail.com	9908445003
83	160115735092	Goutham Sadubathula	ECE	goutham.sadubathula444@gmail.com	9493658994
84	160115735137	Sreeja Ulligadda	ECE	ulligaddasreeja@gmail.com	9441927832
85	160115735045	Gopi Krishna Murali Venkateswara	ECE	muraliponnada19@gmail.com	7032955264
86	160115734028	Girish P	EEE	girishpagadala@gmail.com	7013548977
87	160115734087	Jay Panara	EEE	jay.panara@gmail.com	9959590038
88	160115734003	Bhagya Sri Gottimukkula	EEE	bhagyasri96.bs@gmail.com	8686176633
89	160115734026	Akash Gunti	EEE	akashgunti@gmail.com	9133242234
90	160115734050	Sharath Chandra Reddy Vudem	EEE	vsharathreddy117@gmail.com	9912935997
91	160115734018	Srinija Reddy Kamatham	EEE	kamathamsrinijareddy@gmail.com	7386430082
92	160115734022	Vaishnavi Avadhanam	EEE	vaishnaviavadhanam@gmail.com	8374484999
93	160115734112	Srinagh Dhanunjai Chalasani	EEE	srinaghchalasani1@gmail.com	6301568097
94	160115734014	Shivapriya Chada	EEE	chadashivapriya11@gmail.com	9505461356
95	160115734033	Manikanth Madiboni	EEE	jpmadi39@gmail.com	8333978461
96	160115734024	Vaishnavi Gullipalli	EEE	vaishnavig1997@gmail.com	8142447279
97	160115734005	Haritha Rachuri	EEE	rachuriharitha@gmail.com	9515733819
98	160115734071	Rashmi Kapoor	EEE	rashmikapoor1998@gmail.com	9676158065
99	160115734103	Sai Teja Medepalli	EEE	Saiteja6240@gmail.com	8341230533
100	160115734013	Sahitya Satrasala	EEE	sahitya.satrasala3@gmail.com	8886788135
101	160115734305	Ayesha Farheen Mohammad	EEE	ayeshafarheen4242@gmail.com	8341551818
102	160115734036	Nithin Reddy Adla	EEE	nitinreddy1998@gmail.com	8885577447
103	160115734062	Bhagyasri Ravva	EEE	r.bhagyasri1997@gmail.com	7702722748
104	160115738052	Srujan Alladurgam	Prod	srujanalladurgam@gmail.com	9885675677
105	160115737111	Sanjeev Kumar Dumpala	IT	dsanjeev30@gmail.com	9010457189

Dr. N L N REDDY

Director-CDC

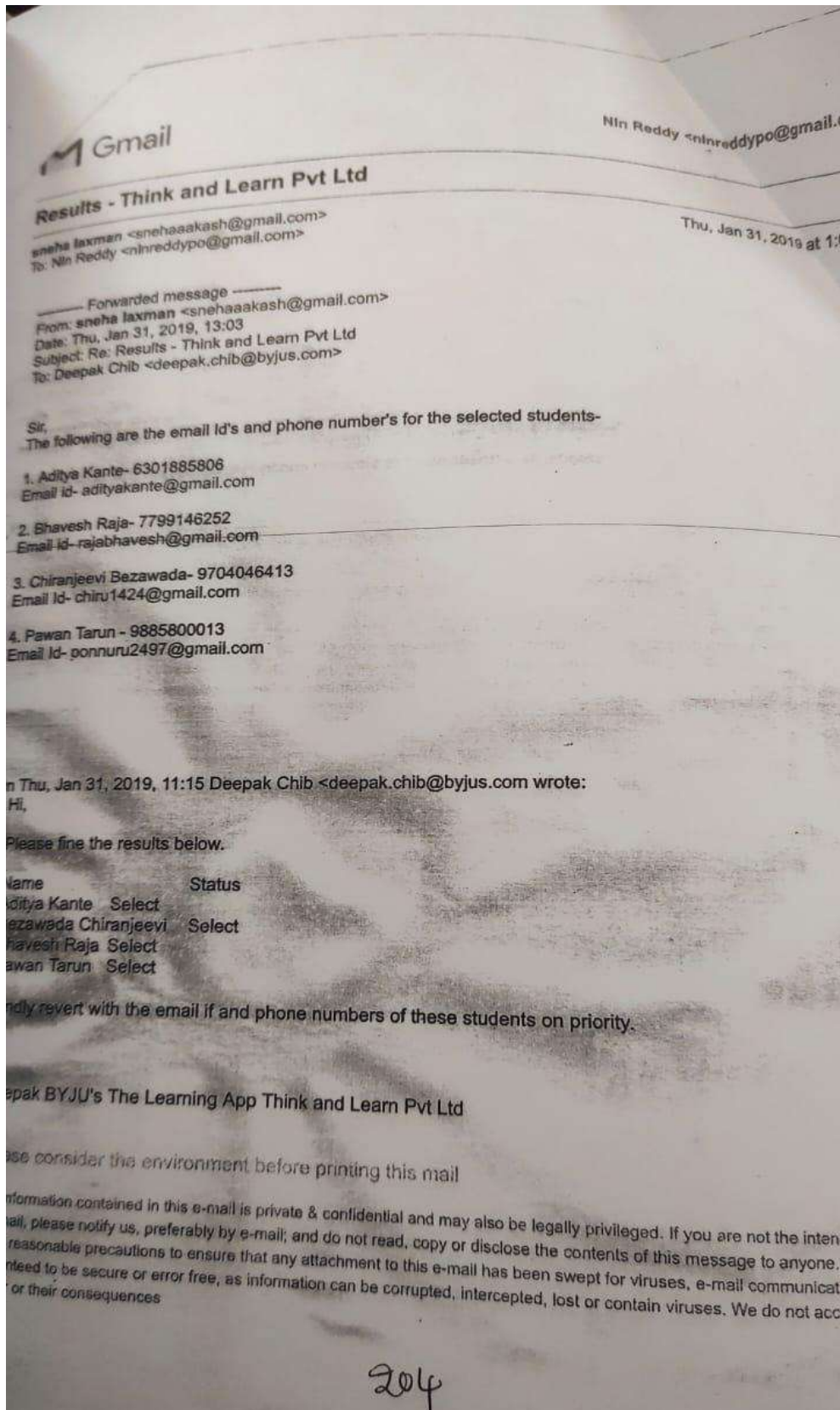
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106	160115737058	Vasudeva Gudimalla	IT	vasudeva1997@gmail.com	7013593460
107	160115737119	Yatish Chandra Bondala	IT	yatishchandra889@gmail.com	6309268626
108	160115737096	Hemanth Reddy Loka	IT	lokaheemanthreddy@gmail.com	9959041441
109	160115737317	Soni Malkapuram	IT	soni12cn052@gmail.com	9618059355
110	160115737059	Vishal Anand Chenna	IT	vishalanandch@gmail.com	8187834816
111	160115737118	Vivek Kumar Reddy Hanumareddy	IT	h.vivekreddy000@gmail.com	9030222292
112	160115737104	Ritesh Nela Kosigi	IT	nk.ritesh4@gmail.com	7793902220
113	160115737072	Sai Rishitha Gorantla	IT	rishitha.sai954@gmail.com	9052992646
114	160115737008	Bhavitha Maile	IT	bhavithamaile3@gmail.com	7842539567
115	160115737019	Pragna Challa	IT	challapraghareddy@gmail.com	9676410319
116	160115737301	Kiran Kumar Chirra	IT	chkiran219@outlook.com	7893714148
117	160115737071	Sai Deepa Bhavani Peri	IT	saideepaperi@gmail.com	7032084334
118	160115737048	Pravin Kishore Koyalkar	IT	pravinkishore.1997@gmail.com	8125261139
119	160115737084	Yashaswi Kakumanu	IT	yashaswi.kakumanu@gmail.com	9394239498
120	160115737106	Sai Kiran Chavan	IT	csaikiran97@gmail.com	9553929964
121	160115737100	Naga Akhil Belide	IT	akhilbelide20@gmail.com	7842233888
122	160115737086	Abhiram Koushik Komanduri	IT	abhiramk65@gmail.com	9553448136
123	160115737012	Hari Priyanka Sunkari Anusuya	IT	cruzeanu.11@gmail.com	8985023460
124	160115737064	Deepika Bomma	IT	deepikabomma10@gmail.com	7661984755
125	160115737094	Bhargavreddy Muthukuru	IT	Bhargavreddymuthukuru@gmail.com	9652196536
126	160115737108	Sai Shashank Veeram	IT	saishashank85@gmail.com	9703953072
127	160115737004	Anjani Durisety	IT	anjani.dh@gmail.com	7995252241
128	160115737039	Dheeraj Reddy Jambula	IT	4855dheeraj@gmail.com	8179469821
129	160115737076	Shreeshma B	IT	shreeshmareddy09@gmail.com	9581841658
130	160115737082	Vigna Shree Telukunta	IT	vignashree7@gmail.com	9849932333
131	160115736014	Abhinay Lingam	Mech	abhinaylingam2403@gmail.com	8185077394
132	160115736060	Yashwanth Reddy Addula	Mech	yashwanthredd4@gmail.com	8555802210
133	160115736048	Srinivas N.V.S.L	Mech	shannu1997@gmail.com	8499000363
134	160115736040	Sanjay Kumar Vimigari	Mech	vimmigarisanju@gmail.com	9676493870
135	160115736113	Tejasai Naredla	Mech	tejasainaredla14@gmail.com	9515224375
136	160115736086	Harshith Bhamidimukkula	Mech	b.harshith1997@gmail.com	8074143451
137	160115736046	Sriharsha Gonda	Mech	admiralharsha987@gmail.com	9553285153
138	160115736001	Ankitha Bharadwaj Saraff	Mech	ankitha.soni18@gmail.com	9848488177
139	160115736031	Nishanth Varma Vampalli	Mech	nishanthrockz007@gmail.com	9502688089
140	160115736016	Akhil Kandaloju	Mech	kandalojuavinashakhil@gmail.com	8099899201
141	160115736303	Venkata Sai Kumar Allu	Mech	alluvenkatasai001@gmail.com	8790850440
142	160115736100	Ravi Kiran Padakandla	Mech	ravikiranp1301@gmail.com	9133952506
143	160115736077	Anand Sathola	Mech	anand199718@gmail.com	8712869218
144	160115736034	Rishi Teja Madduri	Mech	rishimadduri@gmail.com	8074930012

19-42: 160115736081





Date: 23 Dec 2019

Mr Gelli Harshadeep
Flat No-408 Syh Smart Habitat Sai
Nagar Nagole Lb Nagar
Hyderabad 500058

Employee No: 1764735

Dear Mr Gelli Harshadeep

Appointment Letter

We are pleased to appoint you in our organization as Associate Quality Analyst subject to the following terms and conditions:

1. Your contract will commence from 23 Dec 2019 and expire on 22 Dec 2020 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 23 Dec 2019 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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Doc ID: TL38758685084

TeamLease Services Limited., CIN No: U74140NH120009FC194003
BNTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangla, Bangalore - 560095.

19-44: 160115736086



19-45: 160115736087



HRD/3T/19-20/12669609

Mr. Jayant Mohan Kushwaha
Candidate ID: 12669609
H.No 1-9-295/32/4, Flat- 202,
Laxmi Apts, Street-15, Vidyanagar
Hyderabad - 500044
Telangana
India
Ph: (91) 81429 91656

September 6, 2019

Dear Jayant,

Welcome to Infosys!

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

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

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


Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:46:40 +05:30
Reason: Offer Letter
Location: Bangalore

19-46: 160115736088

 **HEXAGON** (14)

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

Hexagon Capability Center India
Gachibowli Entry Campus, HITEC City
Hyderabad - 501 001, India. T: +91 40
9646 20000
ON: 071220 01967

Dear Sir,

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


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

- 1 ✓ PALAVARAPU DEEPAK - CSE - 3
- 2 ✓ DINESH CHOWDARY G - CSE - 3
- 3 ✓ H. VIVEK KUMAR REDDY - BT - 2
- 4 ✓ R. SWAMITHA - CSE - 1
- 5 ✓ SUSTANTH SAHALA - CSE - 2
- 6 ✓ SHASTANK YATHAVAKULA - CIVIL - 1
- 7 ✓ KRISHNA KAMNIDHYA D - MECH - 2
- 8 ✓ G. RAJ TEJA - CSE - 1
- 9 ✓ RITA RANJA - CSE - 3
- 10 ✓ SATVIKA YENIGALLA - BT - 1

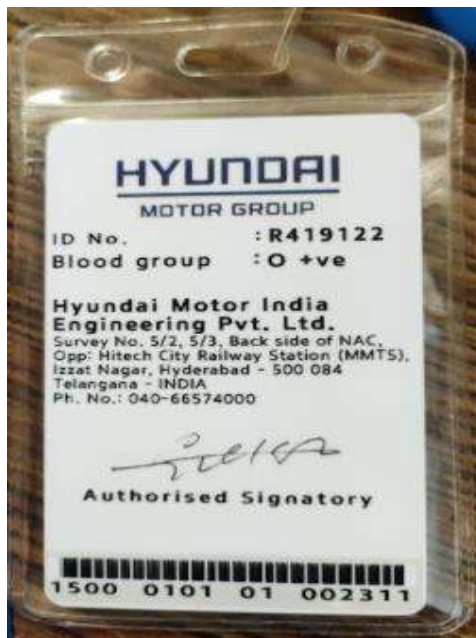
We thank all the Students who took part in HCCI's Recruit/Invent Process. The offer letter would reach your office in a week's time.

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

For Hexagon Capability Center India Pvt. Ltd.



19-47: 160115736089



19-48: 160115736091



www.CoreCompete.com

October 22nd, 2018

Dear Mahesh Nyallam,

We are pleased to extend to you an offer of employment with **CORECOMPETE PVT LTD** (the Company), as a **Graduate Intern** in our **Hyderabad** office with a start date of **July 1, 2019**.

We are excited that you have chosen to be a part of Core Compete. We will strive to make your experience at the Company a truly challenging and rewarding period in your career.

Your salary expressed as total Cost to the Company (CTC) is **Rs. 4,20,000/- per annum**. Further details of your employment are provided in the attached document.

Please sign and return the duplicate copy of this letter signifying your acceptance of the appointment and the conditions of service specified in this letter. Please refer to Addendum 2 for a list of documents you are expected to furnish on your starting date.

If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by signing each page of the attached document and returning it to me.

Regards,

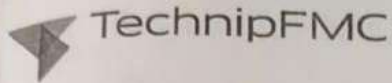
Raghu Mangaraju

Vice President – India Operations
CoreCompete Pvt. Ltd.

CoreCompete Pvt. Ltd.

4th & 5th Floor, Ramky Grandiose, Ramky Towers, Gachibowli, Hyderabad-500032, Telangana | Tel: +91 40 4242 2422

19-49: 160115736097



23rd Aug 2018

Navneet Devda
CBIT Hyderabad

Dear Navneet,

Sub: Offer of Appointment as "Associate Engineer"

This has reference to your application and discussion you had with us. We are pleased to offer you a position as **"Associate Engineer" in Grade 14**. You will be operating from our Hyderabad office in India.

Your total cost to the company will be **INR 6,00,000/-** (Rupees Six Lakh Only) **per annum**. The payment shall be subject to taxes as applicable. A detailed CTC break-up sheet, mentioning your cash and other allowances/perks, is attached (Annexure I) for your reference.

This offer is subject to you and your Surety executing the Service Agreement.

The terms and conditions of your appointment are as follows:

1. You shall join us on or before July 1st, 2019.
2. You will be on probation for a period of 06 (Six) months. Your performance will be reviewed during and after completion of the probation for confirmation. In case your performance is not up to the required level, the Company may either terminate your service or extend the probation period further.
3. Dependent parents will be covered under Group Medclaim Insurance Policy along with you for a maximum total amount of Rs. 5,00,000/- p.a. You will be covered exclusively under Group Personal Accident Insurance for a maximum total amount of Rs. 5,00,000/- p.a. You will be also covered exclusively under Group Term Life Insurance for a maximum total amount of Rs. 10,00,000/- p.a. The premium for the above policies will be a part of your cost to the Company.
4. Periodically, the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you. You will follow the Company's policies, rules and regulations currently in force and any future changes.
5. All information regarding your remuneration and terms of employment are confidential and you shall not divulge the content(s) to any company employee except to your appropriate superior authorities.
6. You will contribute 12% of your basic salary towards Provident Fund as per the Govt. rule. The Company shall make a matching contribution on the employee's basic salary.

FMC Technologies India Pvt. Ltd.
Plot No 27(Part), Survey No. 124, Road No 12,
Commerzone, Raheja IT Park,
Opp. Institute of Preventive Medicine,
Industrial Park, IDA Nacharam,
Hyderabad, Telangana, INDIA - 500 076
Phone: +91 40 65342900,
Fax: +91 40 65342901
CIN: U29219TG2009FTC079988
Website: TechnipFMC.com

388

19-50: 160115736098



HRD/3T/19-20/12669272

Mr. Nihal Kasam
Candidate ID: 12669272
H.No A103, Aparna Sarovar,
Nallagandla
Hyderabad - 500019
Telangana
India
Ph: (91) 96636 03120

August 1, 2019

Dear Nihal,

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: 2019.08.01 13:46:42 +05:30
Reason: Offer Letter
Location: Bangalore



GERAB INDIA ENGINEERING PRODUCTS PRIVATE LIMITED

Your Business. Our Commitment.

Municipal No: 6-3-1085/D/601, Dega Towers, 601, 6th Floor, Somajiguda, Hyderabad-500082, Telangana, India.

Tel : +91 40 4262 2244, Website : www.gerabgroup.com

CIN : U72200TG2006PTC049297

PRIVATE & CONFIDENTIAL

September 03, 2019

To
Mr. Ravi Kiran Padakandla
Hyderabad,
Telangana - 500018
India.

Subject: Letter of Appointment

Dear Mr. Ravi Kiran Padakandla,

This has reference to the letter of offer dated **September 02, 2019** as **Graduate Engineer Trainee - Grade 4** in our Organization and your acceptance thereof.

We are giving below the terms and conditions of your appointment with **Gerab India Engineering Products Private Limited** (hereinafter "the Company").

1. **Assignment and its Description**

You will be responsible for the execution of the various assignments / tasks given to you from time to time and agreed upon as per the KRA's set for your role by your reporting manager. You will, at all times, abide by the rules and regulations framed from time to time by the Company.

2. **Location / Transferability**

You will render services at our **Hyderabad office**. Functionally, you will be reporting to **Manager-Design** and administratively to the **Centre Manager-Hyderabad**. You may be transferred to any other department, subsidiary, associate company or joint venture at any other location at the same terms as outlined in this employment Contract subject to the Company's business requirements. You may be required to report to any other Officer of the Company depending on the nature of assignment / task given to you.

You may and will be required from time to time to travel, within and outside India to render services for or on behalf of the Company, and you agree to the same.

3. **Remuneration**

Your remuneration on a Cost to Company basis will consist of a fixed component of **INR 32,017.20 (Rupees Thirty Two Thousand Seventeen & Twenty Paise Only)** per month, Applicable taxes will be deducted. Details of your remuneration are enclosed as Annexure I to this letter.

4. **Probation**

You will be on probation for a period of six months from the date of joining. On satisfactory completion of this period, your appointment will be confirmed in writing. In case your performance during the probation period is found unsatisfactory, your probation may, at the sole discretion of the Company, be either extended by a further period not exceeding three months, or, your services may be terminated by the Company. If, at the sole discretion of the Company, your performance is found unsatisfactory at the end of the extended period of probation, if any, your services will be terminated.

19-52: 160115736103



HRD/3T/19-20/12669278

Mr. D Sai Phaneendra Reddy
Candidate ID: 12669278
Villa No.30, Lakshminarayana Estates,
Near Old Age Home, May
Hyderabad - 500049
Telangana
India
Ph: (91) 95817 91507

September 6, 2019

Dear Sai Phaneendra,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 08:45:32 +05:30
Reason: Offer Letter
Location: Bangalore



1	160115805041	Bhavesh Raja	Bio-Tech	rajabhavesh@gmail.com	7799146252
2	160115805002	J Anukruti	Bio-Tech	anukruti.j2205@gmail.com	9490400427
3	160115805015	Mubeen Fathima	Bio-Tech	mubeen.fathima3@gmail.com	8330907280
4	160115805017	Neksha Devaki	Bio-Tech	neksha@gmail.com	5553350396
5	160115805029	Sankirthana Pochampalli	Bio-Tech	sankirthana18@gmail.com	9000958999
6	160115805022	Poojitha Bolleni	Bio-Tech	b_poojitha16@yahoo.com	8008989022
7	160115802015	Sushma Goli	Chemical	sushmagoli35@gmail.com	7893122322
8	160115732001	Akhila Reddy	Civil-1	katapallyakhila@gmail.com	7095120066
9	160115732058	Usama Bin Faheem	Civil-1	usamabinfaheem.202@gmail.com	9440985957
10	160115732051	Shashank Yathavakilla	Civil	shashankyvr77@gmail.com	9154721133
11	160115732088	Anil Kumar Daraveni	Civil-2	anildaraveni8@gmail.com	8464908886
12	160115732104	Ramu Surepally	Civil-2	ramusurepally139@gmail.com	7330872148
13	160115732305	Durga prasad Pilla	Civil	durgaprasadpilla111@gmail.com	9052610937
14	160115732048	Prathipati Sai Veerendra	Civil	saiveerendra@gmail.com	9963453546
15	160115732061	Akhila Mora	Civil-2	akhila.mora1315@gmail.com	9848093168
16	160115732015	Rontala Viharika	Civil	vihasony15@gmail.com	9966717315
17	160115732002	Duvvada Ankita	Civil	praisy.twinkle@gmail.com	7989173382
18	160115732054	Srujan Santha	Civil	srujan.reddy.773@gmail.com	8332085485
19	160115732019	Amogh Lingamalla	Civil	amogh.lingamalla@gmail.com	9177312144
20	160115732060	Bukka Vivek	Civil	bukka738@gmail.com	9603551935
21	160115732099	Prashanth Rontala	Civil-2	thedarkknight352@gmail.com	8555010771
22	160115732090	A.Chinnaraja A.Chinnaraja	Civil-2	chinna19051997@gmail.com	9515542803
23	160115733002	Asra naseem	CSE-1	asranaseem98@gmail.com	7893943284
24	160115733018	Srichandana Katnapalli	CSE-1	chandusri984@gmail.com	7032922401
25	160115733114	Surya Charan	CSE-2	19suryacharan@gmail.com	7013445544
26	160115733110	Sai Saurabh Kaushik	CSE-2	saisaurabhk@gmail.com	9848497977
27	160115733111	Sai Sowmith Chintha	CSE-2	chinthasaisowmith@gmail.com	9493450860
28	160115733070	Thota Jyothi	CSE-2	thotajyothi1697@gmail.com	8897873733
29	160115733134	Rachana Kavukuntla	CSE-3	rachanakavukuntla@gmail.com	7702700800
30	160115733140	Sai Sreeshma Thupakula	CSE-3	sirisreeshma123@gmail.com	9550399680

Dr. N. J. N. REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.in

84

31	160115733149	Susmitha Dhadige	CSE-3	d.susmithatinu@gmail.com	8499878990
32	160115733152	Deepak Palavarapu	CSE-3	deepakpalavarapu@gmail.com	7793977145
33	160115733325	Kavyasri Sreeram	CSE-3	kavyasri049@gmail.com	8801908899
34	160115733021	AKHIL Vaska	CSE-1	akhilvaska1@gmail.com	8099369419
35	160115733014	Shambhavi M	CSE-1	mnr.7924@gmail.com	9550607925
36	160115733029	Hari Challa	CSE-1	challahari520@gmail.com	9177801081
37	160115733092	Manish Sadhu	CSE-2	sadhumanishkumar@gmail.com	9492807348
38	160115733068	Divya B	CSE-2	divyabijili@gmail.com	7702889653
39	160115733075	Shefali Shireen	CSE-2	shefalishaik@gmail.com	8333009022
40	160115733109	Sairaja Yadugiri	CSE-2	sairajay39@gmail.com	9553506735
41	160115733091	Krishna Sai Vamsi Chintala	CSE-2	bablusa7@gmail.com	7702425397
42	160115733097	Nagendrababu Patakula	CSE-2	patakulanagendrababu@gmail.com	7893772238
43	160115733144	Hajirah Tabassum Shaik	CSE-3	hajirahtabassum@gmail.com	7674959792
44	160115733169	Sandeep Kumar Nallala	CSE-3	sandym1996@gmail.com	7396657797
45	160115733302	Shravani Kamatala	CSE-1	shravanikamatala96@gmail.com	9866514402
46	160115733319	Saiteja Bandari	CSE-2	saitejabandari27@gmail.com	8688545411
47	160115733313	Konda Divya	CSE-2	divyakonda2@gmail.com	9550386863
48	160115733332	Suryaprakash Duta	CSE-3	dutasuryaprakash@gmail.com	7893867356
49	160115733023	Aravind Babu Somarapu	CSE-1	somarapuaravind@gmail.com	7306832596
50	160115733024	Bhanodaya Tilak Gujjula	CSE-1	bhanubtg@gmail.com	9849218638
51	160115733035	Manoj Kumar Thummala	CSE-1	manojkumartmk303@gmail.com	8466012043
52	160115733006	Monica K	CSE-1	monica.srkp@gmail.com	9441316478
53	160115733069	Divyarsha Koduri	CSE-2	kdivyarsha4@gmail.com	9100440664
54	160115733077	Tejaswi Roopini Arabati	CSE-2	tejaswiroopi28@gmail.com	8790410462
55	160115733098	Pranav Kallepalli	CSE-2	kpc.chandu@gmail.com	9849733344
56	160115733076	Sravya Butharaju	CSE-2	sravyabutharaju123@gmail.com	9154363490
57	160115733155	Faraaz Ahmed	CSE-3	faraazahmed000@gmail.com	9700760758
58	160115733151	Achyuth Potlapally	CSE-3	pachyuth98@gmail.com	8897073808
59	160115733316	Ramyakeerthi Nayini	CSE-2	ramyakeerthi.nayini@gmail.com	8374692264
60	160115733056	Srinath Tangalapally	CSE-1	srinath.tangalapally@gmail.com	9000260145
61	160115733042	Raghavendra Kotha	CSE-1	raghavendraakothe@gmail.com	9063552359
62	160115733040	Pavan Sai Ganji	CSE-1	pavansai57@gmail.com	9703163272
63	160115733046	Rohith Cheepuri	CSE-1	chandrarohith967@gmail.com	9618333424
64	160115733001	Akhila Sirikonda	CSE-1	akhilachowdary98@gmail.com	9133779393
65	160115733015	Shirisha Bandaru	CSE-1	shirisha1357@gmail.com	7032402933
66	160115733020	Ajay Kannuri	CSE-1	kannurijay5@gmail.com	9652055132
67	160115733049	Sai Krishna Allala	CSE-1	skrallala752@gmail.com	7032425414
68	160115733096	Mohammed Sarfraz Khan Pattan	CSE-2	mohammedsarfrazkhan@gmail.com	7680931939

Dr. N L N REDDY

Director, DDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbit.ac.in

85

69	160115733112	Sai Tharun Reddy Pathakota	CSE-2	saitharun1921189@gmail.com	9010436677
70	160115733108	Sai Kumar Sarampati	CSE-2	saikumarr9800@gmail.com	9133550113
71	160115733170	Aaqil Shaik	CSE-3	aaqilshaik.as@gmail.com	9908760663
72	160115733150	Aashish Vundhyala	CSE-3	aashishreddy5555@gmail.com	9441656695
73	160115733125	Jahnavi B	CSE-3	jahnavipb@gmail.com	9000142462
74	160115733113	Soumith Reddy	CSE-2	soumith7095@gmail.com	7095082467
75	160115735008	Durga Deekshitha Karamsetty	ECE-1	deekshisetty@gmail.com	9966969749
76	160115735018	C Sahithi	ECE-1	sahithichamanthula@gmail.com	9133559400
77	160115735031	Vennela Bandlamudi	ECE-1	vennelabandlamudi1998@gmail.com	7799821549
78	160115735019	Sai Himaja Manchikanti	ECE-1	himajamanchikanti1998@gmail.com	8099864290
79	160115735106	Thakur Rana Prathap Singh	ECE-2	ranaprathapsinght@gmail.com	8639365008
80	160115735077	Sreeranjani Didugu	ECE-2	sreeranjandidugu@gmail.com	7032653244
81	160115735062	Aishwarya Kasim	ECE-2	kasimaishwarya@gmail.com	9000181414
82	160115735176	Varshik Chebrolu	ECE-3	varshikchebrolu@gmail.com	9705237270
83	160115735154	Rajamallareddy Bakkammagari	ECE-3	rajamallareddybakkammagari@gmail.com	8328157012
84	160115735142	Amit Anchaliya	ECE-3	amitanchaliya11@gmail.com	9154707111
85	160115735329	Anvesh Kanaganti	ECE-3	anveshkanaganti329@gmail.com	7702087765
86	160115735164	Sai nikhil Vandana	ECE-3	vandanapusainikhil@gmail.com	9100587675
87	160115735044	Mallikarjunareddy Bobbala	ECE-1	mallikarjunareddy2610@gmail.com	8886665230
88	160115735045	Murali Venkateswara Gopi Krishna	ECE-1	muraliponnada19@gmail.com	7032955264
89	160115735003	Ashwitha Pasham	ECE-1	ashwithareddy.15@gmail.com	9550393707
90	160115735004	Asna Fatima	ECE-1	asna17fatima@gmail.com	8639645158
91	160115735028	Swarna Neelima	ECE-1	swarnaneelima222@gmail.com	7032608683
92	160115735049	Raghuram Chepuri	ECE-1	ch.raghuram5@gmail.com	9908445003
93	160115735108	Revanth Sai Kumar Reddy Patel	ECE-2	revanthsaikumar9@gmail.com	9505495175
94	160115735101	Nikhil Gattu	ECE-2	nikhilgattu14@gmail.com	8008766706
95	160115735076	Shanthi Priya Dulapalli	ECE-2	shantipriyamsd@gmail.com	9550814754
96	160115735078	Sri Haritha Deevi	ECE-2	harita.deevi4698@gmail.com	9493118530
97	160115735150	Nikhil Bestha	ECE-3	besthanikhil@gmail.com	8801150943
98	160115735152	Madhunala Nikhil	ECE-3	nikhilmadhunala2903@gmail.com	7075777020
99	160115735122	Avanthi Bindla	ECE-3	avanthibindla@gmail.com	9652779329
100	160115735157	Rohith Ramesh	ECE-3	rohithramesh2@gmail.com	9133663950
101	160115735180	Yaswanth I bathula	ECE-3	yaswanthsaiibathula@gmail.com	7382343015
102	160115735162	Sai Krishna Nallani	ECE-3	saikrishna0924@gmail.com	7893695697
103	160115735140	Ajith Kumar Silasagaram	ECE-3	ajithsilas@gmail.com	9063556892
104	160115735175	Uma Mahesh Banakari	ECE-3	umamaheshbanakari@gmail.com	9951478397
105	160115735172	Adarsh Attupurath	ECE-3	adarshattupurath97@gmail.com	8465913780
106	160115735144	Kuruva Hanumanthu	ECE-3	kuruvahanumanthu97@gmail.com	9573998967

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109	160115735317	Lokesh Kota	ECE-2	Klkb1998@gmail.com	8686374388
110	160115735001	Amitha Shreshta Papeta	ECE-1	amitha1997@gmail.com	8790173489
111	160115735047	Parashu Ram Naik Nenavath	ECE-1	parashuramnaik666@gmail.com	9505532920
112	160115735057	Sreeshanth Reddy Chenreddy	ECE-1	srishanth20@gmail.com	9666604083
113	160115735007	Divya Bhoomi	ECE-1	bhoomi.divya9@gmail.com	9908172539
114	160115735043	Kaushal T	ECE-1	kaushalt789@gmail.com	8500860708
115	160115735046	Naga Venkata Saikrishna Rayapur	ECE-1	saikrishna6797@gmail.com	9849162609
116	160115735058	Tulasi Kishore Reddy Chavali	ECE-1	kishorereddyc@outlook.com	9494865609
117	160115735118	Vamshi Krishna Boddupally	ECE-2	boddupallyvamshikrishna@gmail.com	8096086040
118	160115735119	Vamshi Krishna Mallu	ECE-2	vamshikrishnakanna@gmail.com	8500871198
119	160115735123	Divya Marrireddy	ECE-3	divyasreemarrireddy@gmail.com	8331871216
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178	160115737007	Ashritha Polneni	IT-1	ashrithapolneni@gmail.com	7095608579
179	160115737052	SHAIK MATHEEN	IT-1	abdulmatheen11@gmail.com	7893979092
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225	160115736100	Ravi Padakandla	Mech-2	ravikiranp1301@gmail.com	9133952506
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November 6, 2019

SURAPUREDDY SREE RAMA MURTHY
8-2-681/B/2/A/A,
Banjara Hills 1/your abadi-500034

Dear Sree Rama,

We enjoyed meeting with you recently and are pleased to make this offer of employment with Tecnova India Private Limited (the "Company"), subject to, inter alia, your acceptance of the following terms and conditions of service:

1. APPOINTMENT

- 1.1. You will be appointed to the position of Drafter in the employment of the Company. We would like your employment to begin on November 11, 2019. As a drafter, you will report to such officer of the Company as may be specified from time to time.
- 1.2. Your employment is contingent upon your completing and submitting a satisfactory medical questionnaire. If the Company deems necessary, you may also be required to satisfactorily pass a medical examination from a registered medical practitioner. Your employment is also subject to receiving satisfactory references.
- 1.3. You will be located at Hyderabad, India. The Company may transfer you to any other location/ department or any affiliate or associate company, if deemed necessary by giving one month's notice. As a part of your employment, you may have to undertake national and/ or international travel.

2. PROBATION

You will be on a probationary period of six months from the date of joining. Your probation period is subject to extension at the sole discretion of the Company. On completion of six months, unless confirmed in writing, it is deemed that your probation is extended further for an additional period of six months.

3. ANNUAL COMPENSATION

- 3.1. Subject to the acceptable performance of your duties and obligations as herein specified, the Company shall during the continuance of your

- 1 -

Registered Office Address: 573, 3rd Floor, Main Road, Chirag Delhi, New Delhi - 110 017
Corporate Identity No. (CIN): U25209DL1904PE016217



Sri Sai Kaushik <mkaushik.6197@gmail.com>

Confidential Offer - Graduate Engineer Trainee - Mr. Mushty Sri Sai Kaushik for HIL Ltd.

1 message

Shrinkha Jain <shrinkha.jain@hil.co>
 To: Sri Sai Kaushik <mkaushik.6197@gmail.com>
 Cc: Nin Reddy <ninreddy@gmail.com>

Tue, Feb 13, 2018 at 2:40 PM

Dear Kaushik,

Welcome to HIL Limited, a C.K. Birla Group company!!

With reference to your interview and subsequent selection, we are pleased to offer you the position of **Graduate Engineer Trainee** in HIL Limited.

You are required to join at our **Corporate Office, Hyderabad** for Induction & Orientation; the tentative date of joining would be around **June**. We'd be communicating the final date soon.

Your final place of posting would be communicated to you after your joining.

Please note:

1. As confirmed by Placement Cell, on accepting our offer, you will not be allowed to participate in the Campus Placement Process of your institute.
2. Your appointment with us is subject to your being found medically fit after the evaluation of the medical reports by our Company Doctor.
3. At the time of joining, you should have no backlogs in Graduation at the time of joining.

Please go through the CTC structure & let me know if you have any query.

HIL Limited

Name	Mushty Sri Sai Kaushik
Role	GET - Mechanical
Grade	TC2
Designation	Graduate Engineer Trainee
Department	Mechanical

108	160115734087	Jay Panara	EEE	jay.panara@gmail.com	+91 9959590038
109	160115734050	Sharath Chandra Reddy Vudem	EEE	vudemsharathchandrareddy117@gmail.com	+91 9912935997
110	160115734030	Veerannagari Hari Charan Reddy	EEE	v.haricharanreddy1997@gmail.com	+91 9666585625
111	160115734060	Vishnu Pasula	EEE	vishnupasula2@gmail.com	+91 9505951721
112	160115734089	Madhu Amaraboina	EEE	madhuamaraboina@gmail.com	+91 9640738056
113	160115734033	M.Manikanth	EEE	jpmedi39@gmail.com	+91 8333978461



Cognizant

1	160115805030	Rizwana Shaik	Bio-Tech	shaikrizwanas.01@gmail.com	9515922908
2	160115802050	Vijay Tirumalasetty	Chemical	vijaytirumalasetty97@gmail.com	9000382135
3	160115732051	Shashank Yathavakilla	Civil	shashankyvr77@gmail.com	9154721133
4	160115732001	Akhila Reddy Katapally	Civil	katapallyakhila@gmail.com	7095120066
5	160115732084	Akhil Konegari	Civil	akhilodian@gmail.com	9959621296
6	160115732095	Mahesh Kolishetty	Civil	kolishettymahesh@gmail.com	9177818818
7	160115733155	Faraaz Ahmed	CSE	faraazahmed000@gmail.com	6301870006
8	160115733092	Manish Kumar Sadhu	CSE	sadhumanishkumar@gmail.com	9492807348
9	160115733070	Jyothi Thota	CSE	thotajyothi1697@gmail.com	6302700940
10	160115733023	Aravind Babu Somarapu	CSE	somarapuaravind@gmail.com	7306832596
11	160115733109	Sairaja Yadugiri	CSE	sairajay39@gmail.com	9553506735
12	160115733150	Aashish Reddy Vundhyala	CSE	aashishreddy5555@gmail.com	9441656695
13	160115733076	Sravya Butharaju	CSE	sravymbutharaju123@gmail.com	9154363490
14	160115733008	Pallavi Byagari	CSE	bpallavi46@gmail.com	7680907146
15	160115733099	Praneeth Kumar Sajulu	CSE	spraneethkumar97@gmail.com	9848167510
16	160115733144	Hajirah Tabassum Shaik	CSE	hajirahtabassum@gmail.com	7674959792
17	160115733002	Asra Naseem	CSE	asranaseem98@gmail.com	7893943284
18	160115733040	Pavan Sai Ganji	CSE	pavansai57@gmail.com	9703163272
19	160115733042	Raghavendra Rao Kotha	CSE	raghavendraraokotha@gmail.com	9063552359
20	160115733169	Sandeep Kumar Nallala	CSE	sandym1996@gmail.com	7396657797
21	160115733059	Venkata Srivatsa Grandhi	CSE	srivatsa28@gmail.com	9177830941
22	160115733177	Uma Maheshwara Swamy Desine	CSE	dmahesh1598@gmail.com	9666642416
23	160115733077	Arabati Tejaswi Roopini	CSE	tejaswiroopi28@gmail.com	8790410462
24	160115733121	Alekya Gujjala	CSE	alekya1209@gmail.com	8790419100
25	160115733082	Abrar Athar Hashmi	CSE	hashmiabrar14@gmail.com	9618205648
26	160115733075	Shefali Shireen	CSE	shefalishaik@gmail.com	8333009022
27	160115733056	Srinath Tangallapally	CSE	srinath.tangalapally@gmail.com	9000260145

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80

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29	160115733014	Shambhavi Mkdv	CSE	shambhavi.7925@gmail.com	9550607925
30	160115733151	Achyuth Pottlapally	CSE	pachyuth98@gmail.com	8897073808
31	160115733302	Shravani Kamatala	CSE	shravanikamatala96@gmail.com	9866514402
32	160115733061	Aakanksha Vinnakoti	CSE	aakanksha172014@gmail.com	7032208430
33	160115733152	Deepak Palavarapu	CSE	deepakpalavarapu@gmail.com	7793977145
34	160115733127	Komal Puranik	CSE	komalpuranik210@gmail.com	8106919270
35	160115733031	Hemanth Reddy Musuku	CSE	mhr2697@gmail.com	9949307289
36	160115733134	Rachana Kavukuntla	CSE	rachanakavukuntla@gmail.com	7702700800
37	160115733087	Harish Kumar Kathi	CSE	kharishk1998@gmail.com	8184967782
38	160115733153	Dileep Matha	CSE	dileep.matha98@gmail.com	9490421430
39	160115733029	Hari Samanth Challa	CSE	challahari520@gmail.com	9177801081
40	160115733001	Akhila Sirikonda	CSE	akhilachowdary98@gmail.com	9133779393
41	160115733004	Keerthi Sanke	CSE	keerthisanke.sk@gmail.com	7032794006
42	160115733170	Aaqil Shaik	CSE	aaqilshaik.as@gmail.com	9908760663
43	160115733049	Sai Krishna Reddy Allala	CSE	skrallala752@gmail.com	7032425414
44	160115733016	Shreya Therupally	CSE	therushreyat@gmail.com	9652578223
45	160115733006	Monica Kamal	CSE	monica.srpk@gmail.com	9441316478
46	160115733069	Divyarsha Koduri	CSE	kdivyarsha4@gmail.com	9100440664
47	160115733057	Srujanvesh Goud Kotha	CSE	srujanveshg@gmail.com	9133422449
48	160115733032	Ithesh Muppaneni	CSE	itheshmuppaneni@gmail.com	7013490844
49	160115735152	Madhunala Nikhil	ECE	mnikhil2903@gmail.com	7075777020
50	160115735035	Anil Kumar Potharaju	ECE	anilkumar2597@gmail.com	7799306952
51	160115735134	Amulya Sairama Baswa	ECE	baswa.amulya@gmail.com	7893901032
52	160115735026	Suchithra Reddy Yellolu	ECE	suchithrareddy98@gmail.com	9133751155
53	160115735160	Sai Charan Reddy Battula	ECE	scrib1998@yahoo.com	9515723859
54	160115735081	Suhethaa Kurmeti	ECE	suhitha26@gmail.com	8688182541
55	160115735046	Naga Venkata Saikrishna Rayapu	ECE	saikrishna6797@gmail.com	9177144880
56	160115735066	Divya Sri Sarparapu	ECE	sdivysri@gmail.com	8247398438
57	160115735027	Supraja Palaju	ECE	palojusupraja@gmail.com	8500055878
58	160115735176	Varshik Chebrolu	ECE	varshikchebrolu@gmail.com	9705237270
59	160115735040	Harun Sai Reddy Devireddy	ECE	harunsai230@gmail.com	8297299298
60	160115735021	Sharon Keerthana Chiluvuri	ECE	sharonkeerthana1@gmail.com	8978258280
61	160115735162	Sai Krishna Nallani	ECE	saikrishna0924@gmail.com	7893695697
62	160115735077	Sreeranjani Didugu	ECE	sreeranjaniididugu@gmail.com	7032653244
63	160115735031	Vennela Bandlamudi	ECE	vennelabandlamudi1998@gmail.com	7799821549
64	160115735174	Trivedh Audurthi	ECE	trivedhnani@gmail.com	8686465811
65	160115735157	Rohith Ramesh	ECE	rohithramesh2@gmail.com	9133663950
66	160115735062	Aishwarya Kasim	ECE	kasimaishwarya@gmail.com	9000181414

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68	160115735322	Latha Gunja	ECE	lathamadhuri86@gmail.com	7093660604
69	160115735164	Sainikhil Vandanapu	ECE	vandanapusainikhil@gmail.com	9100587675
70	160115735099	Mohan Kumar Methuku	ECE	mohankumarmethuku@gmail.com	9704699478
71	160115735078	Haritha Sri Deevi	ECE	harita.deevi4698@gmail.com	9493118530
72	160115735101	Nikhil Gattu	ECE	nikhilgattu14@gmail.com	8008766706
73	160115735033	Abhilash Reddy Devarinti	ECE	devarinti4037@gmail.com	9052810258
74	160115735154	Rajamallareddy Bakkammagari	ECE	rajamallareddy2405@gmail.com	8328157012
75	160115735076	Shanthi Priya Dulapalli	ECE	shantipriyamsd@gmail.com	9550814754
76	160115735126	Jose Liji P	ECE	lijipjose1712@gmail.com	7032405772
77	160115735003	Ashwitha Pasham	ECE	ashwithareddy.15@gmail.com	9550393707
78	160115735142	Amit Kumar Anchaliya	ECE	amitanchaliya11@gmail.com	9154707111
79	160115735018	Sahithi C	ECE	sahithichamanthula@gmail.com	9133559400
80	160115735135	Tejaswini Kondapuram Sampangi	ECE	tejaswinsampangi@gmail.com	9440855811
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83	160115735092	Goutham Sadubathula	ECE	goutham.sadubathula444@gmail.com	9493658994
84	160115735137	Sreeja Ulligadda	ECE	ulligaddasreeja@gmail.com	9441927832
85	160115735045	Gopi Krishna Murali Venkateswara	ECE	muraliponnada19@gmail.com	7032955264
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87	160115734087	Jay Panara	EEE	jay.panara@gmail.com	9959590038
88	160115734003	Bhagya Sri Gottimukkula	EEE	bhagyasri96.bs@gmail.com	8686176633
89	160115734026	Akash Gunti	EEE	akashgunti@gmail.com	9133242234
90	160115734050	Sharath Chandra Reddy Vudem	EEE	vsharathreddy117@gmail.com	9912935997
91	160115734018	Srinija Reddy Kamatham	EEE	kamathamsrinijareddy@gmail.com	7386430082
92	160115734022	Vaishnavi Avadhanam	EEE	vaishnaviavadhanam@gmail.com	8374484999
93	160115734112	Srinagh Dhanunjai Chalasani	EEE	srinaghchalasani1@gmail.com	6301568097
94	160115734014	Shivapriya Chada	EEE	chadashivapriya11@gmail.com	9505461356
95	160115734033	Manikanth Madiboni	EEE	jpmadi39@gmail.com	8333978461
96	160115734024	Vaishnavi Gullipalli	EEE	vaishnavig1997@gmail.com	8142447279
97	160115734005	Haritha Rachuri	EEE	rachuriharitha@gmail.com	9515733819
98	160115734071	Rashmi Kapoor	EEE	rashmikapoor1998@gmail.com	9676158065
99	160115734103	Sai Teja Medepalli	EEE	Saiteja6240@gmail.com	8341230533
100	160115734013	Sahitya Satrasala	EEE	sahitya.satrasala3@gmail.com	8886788135
101	160115734305	Ayesha Farheen Mohammad	EEE	ayeshafarheen4242@gmail.com	8341551818
102	160115734036	Nithin Reddy Adla	EEE	nitinreddy1998@gmail.com	8885577447
103	160115734062	Bhagyasri Ravva	EEE	r.bhagyasri1997@gmail.com	7702722748
104	160115738052	Srujan Alladurgam	Prod	srujanalladurgam@gmail.com	9885675677
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110	160115737059	Vishal Anand Chenna	IT	vishalanandch@gmail.com	8187834816
111	160115737118	Vivek Kumar Reddy Hanumareddy	IT	h.vivekreddy000@gmail.com	9030222292
112	160115737104	Ritesh Nela Kosigi	IT	nk.ritesh4@gmail.com	7793902220
113	160115737072	Sai Rishitha Gorantla	IT	rishitha.sai954@gmail.com	9052992646
114	160115737008	Bhavitha Maile	IT	bhavithamaile3@gmail.com	7842539567
115	160115737019	Pragna Challa	IT	challapraghareddy@gmail.com	9676410319
116	160115737301	Kiran Kumar Chirra	IT	chkiran219@outlook.com	7893714148
117	160115737071	Sai Deepa Bhavani Peri	IT	saideepaperi@gmail.com	7032084334
118	160115737048	Pravin Kishore Koyalkar	IT	pravinkishore.1997@gmail.com	8125261139
119	160115737084	Yashaswi Kakumanu	IT	yashaswi.kakumanu@gmail.com	9394239498
120	160115737106	Sai Kiran Chavan	IT	csaikiran97@gmail.com	9553929964
121	160115737100	Naga Akhil Belide	IT	akhilbelide20@gmail.com	7842233888
122	160115737086	Abhiram Koushik Komanduri	IT	abhiramk65@gmail.com	9553448136
123	160115737012	Hari Priyanka Sunkari Anusuya	IT	cruzeanu.11@gmail.com	8985023460
124	160115737064	Deepika Bomma	IT	deepikabomma10@gmail.com	7661984755
125	160115737094	Bhargavreddy Muthukuru	IT	Bhargavreddymuthukuru@gmail.com	9652196536
126	160115737108	Sai Shashank Veeram	IT	saishashank85@gmail.com	9703953072
127	160115737004	Anjani Durisety	IT	anjani.dh@gmail.com	7995252241
128	160115737039	Dheeraj Reddy Jambula	IT	4855dheeraj@gmail.com	8179469821
129	160115737076	Shreeshma B	IT	shreeshmareddy09@gmail.com	9581841658
130	160115737082	Vigna Shree Telukunta	IT	vignashree7@gmail.com	9849932333
131	160115736014	Abhinay Lingam	Mech	abhinaylingam2403@gmail.com	8185077394
132	160115736060	Yashwanth Reddy Addula	Mech	yashwanthredd4@gmail.com	8555802210
133	160115736048	Srinivas N.V.S.L	Mech	shannu1997@gmail.com	8499000363
134	160115736040	Sanjay Kumar Vimigari	Mech	vimmigarisanju@gmail.com	9676493870
135	160115736113	Tejasai Naredla	Mech	tejasainaredla14@gmail.com	9515224375
136	160115736086	Harshith Bhamidimukkula	Mech	b.harshith1997@gmail.com	8074143451
137	160115736046	Sriharsha Gonda	Mech	admiralharsha987@gmail.com	9553285153
138	160115736001	Ankitha Bharadwaj Saraff	Mech	ankitha.soni18@gmail.com	9848488177
139	160115736031	Nishanth Varma Vampalli	Mech	nishanthrockz007@gmail.com	9502688089
140	160115736016	Akhil Kandaloju	Mech	kandalojuavinashakhil@gmail.com	8099899201
141	160115736303	Venkata Sai Kumar Allu	Mech	alluvenkatasai001@gmail.com	8790850440
142	160115736100	Ravi Kiran Padakandla	Mech	ravikiranp1301@gmail.com	9133952506
143	160115736077	Anand Sathola	Mech	anand199718@gmail.com	8712869218
144	160115736034	Rishi Teja Madduri	Mech	rishimadduri@gmail.com	8074930012

19-55: 160115736115

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Opp Dr A S Rao Nagar, Ecil
Hyderabad - 500062
Telangana
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Ph: (91) 78937 23272

August 1, 2019

Dear Venkata Sai Kiran,

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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Bangalore 560 100, India
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Digitally signed by RICHARD LOBO
Date: 2019.08.01 13:46:45 +05:30
Reason: Offer Letter
Location: Bangalore

19-56: 160115736116



19-57: 160115736118



HRD/37/19-20/12669276

Mr. Venkata Swami Naidu P.
Candidate ID: 12669276
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Kukatpally
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Telangana
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Ph: (91) 95429 58784

September 5, 2019

Dear Venkata,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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Digitally signed by RICHARD LOBO
Date: 2019.09.05 20:17:12 +05:30
Reason: Offer Letter
Location: Bangalore

19-58: 160115736316

M Gmail

*Mezhan
2018-2019*

N Umesh Kumar <numeshkumar90@gmail.com>

Fwd: Mr. Umesh You are selected for Megha Engineering and Infrastructures limited

2 messages

16 November 2020 at 12:22

kdrppt placement <kdrpptplacementcell@gmail.com>
To: numeshkumar90@gmail.com

I am glad to inform you that we have shortlisted some candidates from the campus interview held on 09/11/2020 at your good premises(Wanaparthy Polytechnic College). The list of the selected candidates is as under: [List enclosed for reference] Kindly make it convenient to communicate this message to your placement cell, so that the selected candidates should know about their selection.

The selected candidates are requested to meet the project location on 17/11/2020 with the required documents to complete the recruitment formalities.

Contact Details:

Mr. A Ramesh - Executive HR - 9100441182

16 November 2020 at 23:57

N Umesh Kumar <numeshkumar90@gmail.com>
To: kdrppt placement <kdrpptplacementcell@gmail.com>

Thank you for your mail.
(Dated Not hidden)



Mechanical FPC <fpc_mech@cbit.ac.in>

Fwd: confirmation letter for Campus drive

1 message

Mechanical HEAD <hod_mech@cbit.ac.in>
To: fpc_mech@cbit.ac.in

Wed, Sep 28, 2022 at 11:50 AM

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

From: **Nln Reddy** <nlnreddypo@gmail.com>

Date: Fri, Mar 22, 2019 at 2:14 PM

Subject: Fwd: confirmation letter for Campus drive

To: principal <principal@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, HoD, IT Dept, CBIT <hod_it@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, <hod_eee@cbit.ac.in>, <hod_biotech@cbit.ac.in>, <hod_cse@cbit.ac.in>, <hod_sms@cbit.ac.in>

Cc: <vadapalli.sreya98@gmail.com>, Vivek Reddy Rami Reddy <rr.vivekreddy@gmail.com>, <bharathspacek@gmail.com>, <varshit.cv@gmail.com>, <yaminigupta475@gmail.com>, Karan Bharat Maganti <karanbmaganti@gmail.com>, <geethamhariyana@gmail.com>, Bhuvana chandra Gundlapally <saireddy299@gmail.com>, sri priya <sripriya.simahadri@gmail.com>, <chandramouli9498@gmail.com>, <sukkaprashanth04@gmail.com>, <guptasaakshi1@gmail.com>, <anilkondapalli99@gmail.com>, jaichandrakanth reddy <chandrakanthreddy208@gmail.com>, Tamiz Bharthepudy <btamiz3110@gmail.com>, <vaishnavipulluri.rs@gmail.com>, <sravanpenthala45@gmail.com>, Anantha Rohan P <anantharohan299@gmail.com>, Rohan Bolusani <bolusanir@gmail.com>, <soni29reddy@gmail.com>, Sai Ruthwik <sairuthwik511@gmail.com>, Sneha Pasupula <snehapinkymvs@gmail.com>, DURGA PRASAD PATLOLLA <patlolladurgaprasad6@gmail.com>, sohila krishna <sohilakrishna@gmail.com>, <dilipepparapalli@gmail.com>, Anisha bomma <anisha778@gmail.com>, <taha.mohimin@gmail.com>, vishwanath Reddy <yasavishwanath@gmail.com>, abhishith purihella <abhi33bharadwaj@gmail.com>, akhila ch <ch.akhila123@gmail.com>, Jani Pasha <janipasha240@gmail.com>, Aditya Nukala <adityanukala98@gmail.com>, Lasya Ganti <lasyaganti@gmail.com>, Hemanth Kumar <hemu.k17@gmail.com>, <epparamnivas1947@yahoo.com>, ritika singh <moonritika@gmail.com>, Balaji Lenkalapelli <balaji31142813@gmail.com>, <aruntejagaddam1998@gmail.com>, <sharanyaneelam18@gmail.com>, Tejaswi lella <tejaswilella40@gmail.com>, Abhijit Purkar <purkarabhijit@gmail.com>, <saniyafarheen9900@gmail.com>, <prasannapks04@gmail.com>, kiran kunchala <kirankunchalareddy@gmail.com>, abhilash kodali <abhilashkodali247@gmail.com>, Praveena Bussari <praveenalaxman96@gmail.com>, aqhib ahmed <Auquibahmed@gmail.com>, THILAKA GANDHAM <Thilakagandham@gmail.com>

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

From: **hr. mechzone** <hr.mechzone@gmail.com>

Date: Fri, Mar 22, 2019 at 12:59 PM

Subject: Fwd: confirmation letter for Campus drive

To: <snehaakash@gmail.com>, <nlnreddypo@gmail.com>

Dear Placement Officer,

CBIT College of Engineering and Technology

Greetings!

It was indeed a pleasure talking to you. As per our telephone discussions, below is the details of our organization.

We intend to recruit 100 Manpower for our Hyderabad,, Vijaywada,Vizag & Bangalore Location owing to the expansion for which we would like conduct campus interview drive at your esteemed institute. On **23-03-2019**

Greeting from Mech Zone Solutions,

This mail is regarding the requirement we have in our organizations, we are looking forward to having intern, fresher's as full-time employers and freelancers from your College, and would also be providing them the training allowing with the certification, below are the detail description of our company and position we are hiring for . **(ALL THE STREAMS ARE INVITED).**

Job Requirement.

-

1. Business Development Officer
2. Internship For Digital Marketing Candidates
3. HR internship
4. Tele callers
5. **CLIENT ACQUISITION OFFICERS**

Overview of the Company:

Mech Zone Solutions is a proprietorship firm, which deals with Manpower Placements, Training & Development, Event Management Marketing & Branding, Specialized for Dealer-Auto World. We are known for our qualitative services and committed workforce, which leads to good customer interaction and needful services. We intended to provide skilled manpower, we measure the output of an individual & train them for the productive investment of resources for best outcome. We have unique capabilities and an expert team for providing the good quality and promising training. With our services we help you in reaching to your desired goal.... LETS BE TOGETHER

CLIENT ACQUISITION OFFICERS :

Job Description:

- Build relationships with key employees among customers
- Create plans to address clients' business needs
- Advise clients on creating profitable processes
- Schedule regular meetings with customers to ensure they are satisfied
- Act as point of contact for complaints and escalate issues as appropriate
- Help sales team up-sell or cross-sell services and products
- Ensure both the company and clients adhere to contract terms
- Study competition to find new ways to retain customers

Set sales and revenue targets and work diligently to meet them

Collaborate with internal teams (e.g. sales, engineers, senior management) to address customers' needs.

Candidate must be:

1. Good communication skills
2. Able to handle clients and get the business dealing with them.
3. Able to travel to the client's place and meet the client for a presentation of the company
4. Any Graduated is applicable.

Salary Package.

1. Business Development Officer (Client Acquisition officer) - Salary Up to **Rs.25,000**(Plus Incentives).
2. Telecallers- Salary Up to **Rs.12,000**

Thanks & Regards,
L.Upendra Reddy,
6305991294,
HR- MechZone Solutions

--

With Best Regards,

Dr. NLN REDDY,
TPO., CBIT.
98494 66587

--

Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



Mechanical FPC <fpc_mech@cbit.ac.in>

Fwd: CBIT SELECTED CANDIDATES LIST

1 message

Mechanical HEAD <hod_mech@cbit.ac.in>
To: fpc_mech@cbit.ac.in

Wed, Sep 28, 2022 at 11:49 AM

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

From: **Nln Reddy** <nlnreddypo@gmail.com>

Date: Sat, Mar 30, 2019 at 1:46 PM

Subject: Fwd: CBIT SELECTED CANDIDATES LIST

To: principal <principal@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, HoD, IT Dept, CBIT <hod_it@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, <hod_eee@cbit.ac.in>, <hod_biotech@cbit.ac.in>, <hod_cse@cbit.ac.in>

Cc: bhavesh raja <rajabhavesh@gmail.com>, Mani Deepika <manidpka@gmail.com>, sneha laxman <snehaakash@gmail.com>, <vijaytirumalasetty97@gmail.com>, <katapallyakhila@gmail.com>, Jaswanth Lella <jaswanthlnn@gmail.com>, akhila mora <akhila.mora1315@gmail.com>, RAJEEV KUMAR <rajeevroxx4@gmail.com>, Asra Naseem <asranaseem98@gmail.com>, <mnrkumarmalladi@gmail.com>, naveen vanamala <naveenv.vanamala@gmail.com>, Divya k <kdivyarsha4@gmail.com>, anil krishna <anilkrishna11@gmail.com>, Saiteja Bandari <saitejabandari27@gmail.com>, Ankitha P <ankithaias@gmail.com>, Siddharth Gupta <siddharthguptasg97@gmail.com>, Harsha Vardhanrao <harshavardhanrao45@gmail.com>, PALLAVI B <bpallavi46@gmail.com>, Shreya Therupally <therushreyat@gmail.com>, Shravya Sheela <shravyasheela97@gmail.com>, Jagannath Saragadam <jagannathsrs@gmail.com>, yenigalla satvika <satvikay@gmail.com>, BhargavReddy Muthukuru <bhargavreddymuthukuru@gmail.com>, Nihitha Veeramachaneni <v.nihitha@gmail.com>, Gopala Kala <gopalakrishna.kala@gmail.com>, <mounica.vaddepally@gmail.com>, mallikarjuna reddy <mallikarjunareddy2610@gmail.com>, Praveka Surapaneni <praveka@gmail.com>, sai akhil <rayapudisaiakhil@gmail.com>, Lokesh Kota <klkb1998@gmail.com>, <srisowbhagya3@gmail.com>, <varshikhebrolu@gmail.com>, sushma cheruku <chsushma08@gmail.com>, <ronithraj.k@gmail.com>, Shashidhar Mamidipelli <mshashidhar1@gmail.com>, <sahitya.satrasala3@gmail.com>, Nitin Reddy <nitinreddy1998@gmail.com>, <cbit.sreekarasg@gmail.com>, <srikeshpulluri11@gmail.com>, Rashmi Kapoor <rashmikapoor1998@gmail.com>, Shreyas Amin <shreyasravishamin@gmail.com>, Rishi RTM <rishimadduri@gmail.com>, Krishna Kaundinya Desaraju <contact.kk1997@gmail.com>, Meera Prasanna Ayyagari <ayyagarimeeraprasanna@gmail.com>, Rahul Konakanchi <rahulkonakanchi97@gmail.com>, Sai Bhavana <bhavanayvs@gmail.com>, Humera Hina Khan <khan96humera@gmail.com>, Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>, Munna Shaik <munna.aero@gmail.com>

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To: <snehaakash@gmail.com>, <nlnreddypo@gmail.com>

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Thanks and regards,
Upendra Reddy,
6305991294.

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With Best Regards,

Dr. NLN REDDY,

TPO., CBIT.
98494 66587

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Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



CBIT 1.xlsx
12K

CBIT SELECTED STUDENTS LIST

S.NO	NAME	POSITION
1	Varun Reddy	CRM
2	S.SREERAM MURTHY	BDE
3	d.sai harsa	BDE
4	G.NARASIMHA REDDY	BDE
5	M.PURNA	BDE
6	NITYA INGALE	BDE
7	SUNAYANA PATUR	BDE\CRM
8	SUPRIYA PONNA	BDE\CRM
9	SNEHA LAKSHMAN	BDE\CRM
10	M.SREEVARDHAN REDDY	TTT\BDE
11	JASWANTH A D S NATH REDDY	BDE
12	SHIREESHA	HR
13	Revanth Reddy Pasham	BDE
14	T.jagadiswar reddy	BDE
15	Phalguni Pradhan	BDE
16	N.Sai Teja	TTT
17	Naveen Pulla	BDE
18	K.Sreekanth	BDE
19	Akshitha Reddy Thadur	BDE
20	Geethika	CRM
21	V Sai Nikhila	HR
22	Chowdavarapu Malavika	HR
23	K.Sree Priya	HR
24	Prashanth Reddy Rontala	TTT
25	Jadhav Sevalal	BDE
26	Rishikesh Reddy.P	CRM
27	I.malliKarjun Reddy	CRM
28	G.manasa	CRM
29	Mummadi.Sai Ram	CRM
30	Mitesh Loya	CRM
31	Kondi Rasagna	TTT
32	K.Rachana	INTERNSHIP
33	Nikunj Sarada	CRM
34	s.rahmath	CRM
35	E.Prasanth	CRM
36	Kodati.Suma	CRM
37	D.Moses	INTERNSHIP
38	Praveen Gitta	TTT
39	A.Rahul Gupta	CRM
40	K.Keshav kumar	BDE
41	Kadhuri Manasa	BDE

VAMA INDUSTRIES LIMITED



Registered Office : Ground Floor, B-3-181/147/24, Plot No. B-12,
Mahesh Nagar, G.P. Nagar Post, Hyderabad - 500 028, Telangana,
India. Ph : +91-40-6661 5018, 6661 5334, Fax : +91-40-2370 8672.

Corporate Office : Ground Floor, B-2-248/1/278/12, 13, Block - A,
Lakshmi Towers, Nagarkurnool Hills, Purusipeta, Hyderabad - 500 082,
Telangana, India. Ph : +91-40-6684 6534, Fax : +91-40-2326 5871

CIN: L72200TG1985PLC041126. E-mail: services@vamaind.com, Website: www.vamaind.com

Ref: VILHR/APPNT-5289

Date: 27 Nov 2018

Ms. Sravani Kalla
D/O Kalla Ramesh,
J-5-82/17, Plot No 11,
Road No 38, Opp Mythily Apartments,
Kukatpally,
Hyderabad - 500072.

Dear Sravani,

Sub: Letter of Appointment.

1. With reference to our discussions held on 24 Jan 2018 at Hyderabad, we are pleased to offer you an appointment in our organization as a "Jr. Design Engineer".
2. Your annual Gross salary will be mentioned in Annexure-A.
3. You will be under probation for a period of six months, after six months your services will be confirmed based on your performance.
4. Your salary may be revised after your completion of 1 Year of service from the date of your joining, based on performance.
5. Your employment with us will be governed by terms and conditions referred in Annexure-B.
6. You are required to join on or before 03 Feb 2019, and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
7. Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner, and return to Mr. Sanketh G V, by 3 Feb 2019 (marking on the envelope "ACCEPTANCE OF OFFER"), as a token of your acceptance and mentioning the date of your joining.
8. You are requested to report at 10:00 am on 03 Feb 2019 to complete the joining formalities at Vama. At the time of joining, you are requested to submit the copies of the documents as per Annexure-C.
9. You are required to join PF & ESI as applicable.
10. In case of further clarifications, please communicate with Mr. Sanketh G V (on E-Mail: hr@vama.co.in Ph: 040-66845334/23355821) and quote the reference as above.

We welcome you to VAMA, and look forward to a long and mutually beneficial association.

For Vama Industries Ltd.,

V Rajam Raju
Executive Director

Encl: Annexure - A (Salary Structure)
Annexure - B (Terms & Conditions of Employment)
Annexure - C (Check List)

Signature

Confidential

Date:

Page 1 of 7

TechnipFMC GET 2019 | CBIT Final Selected List

from: Manish Bhardwaj <Manish.Bhardwaj@technipfmc.com>
to: Nln Reddy <nlnreddypo@gmail.com>
cc: Niranjan Desai <Niranjan.Desai@technipfmc.com>
date: Tue, Aug 21, 2018 at 11:13 AM
subject: RE: TechnipFMC Hyderabad GET 2019 | CBIT Hyderabad_Final Shortlist
mailed-by: technipfmc.com
security: Standard encryption (TLS) [Learn more](#)
: Important according to Google magic.


Dear Sir,

Please find the final shortlist for selection. We will send out the offer letters tomorrow.

Thanks for all the support provided.

firstName	middleName	lastName	Branch
Nikhil		Bollimuntha	Mech-1
Amruthavarshini		Bipeta	Mech-1
Meera	Prasanna	Ayyagari	Mech-1
Navneet		Devda	Mech-1
Manjusha		Indukuri	Production

Regards,
Manish Bhardwaj
Human Resources | Hyderabad
P +91 040 6700 7421 | M +91 814 2029 421
manish.bhardwaj@technipfmc.com

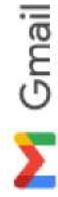

Dr. N L N REDDY
Director-CDC
CBIT, Gandipet, Hyd.
Cell: 9849466587
E-mail: placements@cbit.ac.in

*forwards to print
HOD mechanical
P's mechanical + Prod.*

Sent By

286

*
12/2018*



Search in mail



Mail



Chat



Spaces



Meet



Compose



Inbox

1,219



Starred



Snoozed



Sent



Drafts



More

Labels



Placements

CBIT Hyderabad_Final Sh



Mechanical HEAD

to me

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

From: **Nin Reddy** <ninreddypo@gmail.com>

Date: Thu, Aug 30, 2018 at 1:52 PM

Subject: Fwd: TechnipFMC Hyderabad GET 2019 | CBIT Hyderabad_Final Shortlist

To: principal <principal@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>

Cc: Krishna Kaundinya Desaraju <contact.kk1997@gmail.com>, Meera Prasanna Ayyagari <ayyagarimeeraprasanna@gmail.com>

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

From: **Manish Bhardwaj** <Manish.Bhardwaj@technipfmc.com>

Date: Thu, Aug 30, 2018 at 1:23 PM

Subject: RE: TechnipFMC Hyderabad GET 2019 | CBIT Hyderabad_Final Shortlist

To: Nin Reddy <ninreddypo@gmail.com>

Cc: Niranjan Desai <Niranjan.Desai@technipfmc.com>, Shweta Biradar <Shweta.Biradar@technipfmc.com>

Dear Sir,

We are glad to inform you that we have selected another student to join our GET batch of 2019. We had kept her

Name of the student: **VENKATA SAI BHAVANA YARRAPRAGADA**



Mechanical FPC <fpc_mech@cbit.ac.in>

Fwd: confirmation letter for Campus drive

1 message

Mechanical HEAD <hod_mech@cbit.ac.in>
To: fpc_mech@cbit.ac.in

Wed, Sep 28, 2022 at 11:50 AM

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

From: **Nln Reddy** <nlnreddypo@gmail.com>

Date: Fri, Mar 22, 2019 at 2:14 PM

Subject: Fwd: confirmation letter for Campus drive

To: principal <principal@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, HoD, IT Dept, CBIT <hod_it@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, <hod_eee@cbit.ac.in>, <hod_biotech@cbit.ac.in>, <hod_cse@cbit.ac.in>, <hod_sms@cbit.ac.in>

Cc: <vadapalli.sreya98@gmail.com>, Vivek Reddy Rami Reddy <rr.vivekreddy@gmail.com>, <bharathspacek@gmail.com>, <varshit.cv@gmail.com>, <yaminigupta475@gmail.com>, Karan Bharat Maganti <karanbmaganti@gmail.com>, <geethamhariyana@gmail.com>, Bhuvana chandra Gundlapally <saireddy299@gmail.com>, sri priya <sripriya.simahadri@gmail.com>, <chandramouli9498@gmail.com>, <sukkaprashanth04@gmail.com>, <guptasaakshi1@gmail.com>, <anilkondapalli99@gmail.com>, jaichandrakanth reddy <chandrakanthreddy208@gmail.com>, Tamiz Bharthepudy <btamiz3110@gmail.com>, <vaishnavipulluri.rs@gmail.com>, <sravanpenthala45@gmail.com>, Anantha Rohan P <anantharohan299@gmail.com>, Rohan Bolusani <bolusanir@gmail.com>, <soni29reddy@gmail.com>, Sai Ruthwik <sairuthwik511@gmail.com>, Sneha Pasupula <snehapinkymvs@gmail.com>, DURGA PRASAD PATLOLLA <patlolladurgaprasad6@gmail.com>, sohila krishna <sohilakrishna@gmail.com>, <dilipepparapalli@gmail.com>, Anisha bomma <anisha778@gmail.com>, <taha.mohimin@gmail.com>, vishwanath Reddy <yasavishwanath@gmail.com>, abhishith purihella <abhi33bharadwaj@gmail.com>, akhila ch <ch.akhila123@gmail.com>, Jani Pasha <janipasha240@gmail.com>, Aditya Nukala <adityanukala98@gmail.com>, Lasya Ganti <lasyaganti@gmail.com>, Hemanth Kumar <hemu.k17@gmail.com>, <epparamnivas1947@yahoo.com>, ritika singh <moonritika@gmail.com>, Balaji Lenkalapelli <balaji31142813@gmail.com>, <aruntejagaddam1998@gmail.com>, <sharanyaneelam18@gmail.com>, Tejaswi lella <tejaswilella40@gmail.com>, Abhijit Purkar <purkarabhijit@gmail.com>, <saniyafarheen9900@gmail.com>, <prasannapks04@gmail.com>, kiran kunchala <kirankunchalareddy@gmail.com>, abhilash kodali <abhilashkodali247@gmail.com>, Praveena Bussari <praveenalaxman96@gmail.com>, aqhib ahmed <Auquibahmed@gmail.com>, THILAKA GANDHAM <Thilakagandham@gmail.com>

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

From: **hr. mechzone** <hr.mechzone@gmail.com>

Date: Fri, Mar 22, 2019 at 12:59 PM

Subject: Fwd: confirmation letter for Campus drive

To: <snehaakash@gmail.com>, <nlnreddypo@gmail.com>

Dear Placement Officer,

CBIT College of Engineering and Technology

Greetings!

It was indeed a pleasure talking to you. As per our telephone discussions, below is the details of our organization.

We intend to recruit 100 Manpower for our Hyderabad,, Vijaywada, Vizag & Bangalore Location owing to the expansion for which we would like conduct campus interview drive at your esteemed institute. On **23-03-2019**

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6305991294,
HR- MechZone Solutions

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With Best Regards,

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TPO., CBIT.
98494 66587

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Dr. P.V.R. Ravindra Reddy
Professor&Head,
Dept. of Mechanical Engineering
Chaitanya Bharathi Institute of Technology,
Hyderabad-75, Telangana State, India
Cell: 98483 12096



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Cc: bhavesh raja <rajabhavesh@gmail.com>, Mani Deepika <manidpka@gmail.com>, sneha laxman <snehaakash@gmail.com>, <vijaytirumalasetty97@gmail.com>, <katapallyakhila@gmail.com>, Jaswanth Lella <jaswanthlnn@gmail.com>, akhila mora <akhila.mora1315@gmail.com>, RAJEEV KUMAR <rajeevroxx4@gmail.com>, Asra Naseem <asranaseem98@gmail.com>, <mnrkumarmalladi@gmail.com>, naveen vanamala <naveenv.vanamala@gmail.com>, Divya k <kdivyarsha4@gmail.com>, anil krishna <anilkrishna11@gmail.com>, Saiteja Bandari <saitejabandari27@gmail.com>, Ankitha P <ankithaias@gmail.com>, Siddharth Gupta <siddharthguptasg97@gmail.com>, Harsha Vardhanrao <harshavardhanrao45@gmail.com>, PALLAVI B <bpallavi46@gmail.com>, Shreya Therupally <therushreyat@gmail.com>, Shravya Sheela <shravyasheela97@gmail.com>, Jagannath Saragadam <jagannathsrs@gmail.com>, yenigalla satvika <satvikay@gmail.com>, BhargavReddy Muthukuru <bhargavreddymuthukuru@gmail.com>, Nihitha Veeramachaneni <v.nihitha@gmail.com>, Gopala Kala <gopalakrishna.kala@gmail.com>, <mounica.vaddepally@gmail.com>, mallikarjuna reddy <mallikarjunareddy2610@gmail.com>, Praveka Surapaneni <praveka@gmail.com>, sai akhil <rayapudisaiakhil@gmail.com>, Lokesh Kota <klkb1998@gmail.com>, <srisowbhagya3@gmail.com>, <varshikhebrolu@gmail.com>, sushma cheruku <chsushma08@gmail.com>, <ronithraj.k@gmail.com>, Shashidhar Mamidipelli <mshashidhar1@gmail.com>, <sahitya.satrasala3@gmail.com>, Nitin Reddy <nitinreddy1998@gmail.com>, <cbit.sreekarasg@gmail.com>, <sriekeshpulluri11@gmail.com>, Rashmi Kapoor <rashmikapoor1998@gmail.com>, Shreyas Amin <shreyasravishamin@gmail.com>, Rishi RTM <rishimadduri@gmail.com>, Krishna Kaundinya Desaraju <contact.kk1997@gmail.com>, Meera Prasanna Ayyagari <ayyagarimeeraprasanna@gmail.com>, Rahul Konakanchi <rahulkonakanchi97@gmail.com>, Sai Bhavana <bhavanayvs@gmail.com>, Humera Hina Khan <khan96humera@gmail.com>, Sharon Esther <sharonesther46@gmail.com>, Mahidhar Reddy Sabbella <smahidharreddy@gmail.com>, Munna Shaik <munna.aero@gmail.com>

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Hyderabad-75, Telangana State, India
Cell: 98483 12096



CBIT 1.xlsx
12K

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3	d.sai harsa	BDE
4	G.NARASIMHA REDDY	BDE
5	M.PURNA	BDE
6	NITYA INGALE	BDE
7	SUNAYANA PATUR	BDE\CRM
8	SUPRIYA PONNA	BDE\CRM
9	SNEHA LAKSHMAN	BDE\CRM
10	M.SREEVARDHAN REDDY	TTT\BDE
11	JASWANTH A D S NATH REDDY	BDE
12	SHIREESHA	HR
13	Revanth Reddy Pasham	BDE
14	T.jagadiswar reddy	BDE
15	Phalguni Pradhan	BDE
16	N.Sai Teja	TTT
17	Naveen Pulla	BDE
18	K.Sreekanth	BDE
19	Akshitha Reddy Thadur	BDE
20	Geethika	CRM
21	V Sai Nikhila	HR
22	Chowdavarapu Malavika	HR
23	K.Sree Priya	HR
24	Prashanth Reddy Rontala	TTT
25	Jadhav Sevalal	BDE
26	Rishikesh Reddy.P	CRM
27	I.malliKarjun Reddy	CRM
28	G.manasa	CRM
29	Mummadi.Sai Ram	CRM
30	Mitesh Loya	CRM
31	Kondi Rasagna	TTT
32	K.Rachana	INTERNSHIP
33	Nikunj Sarada	CRM
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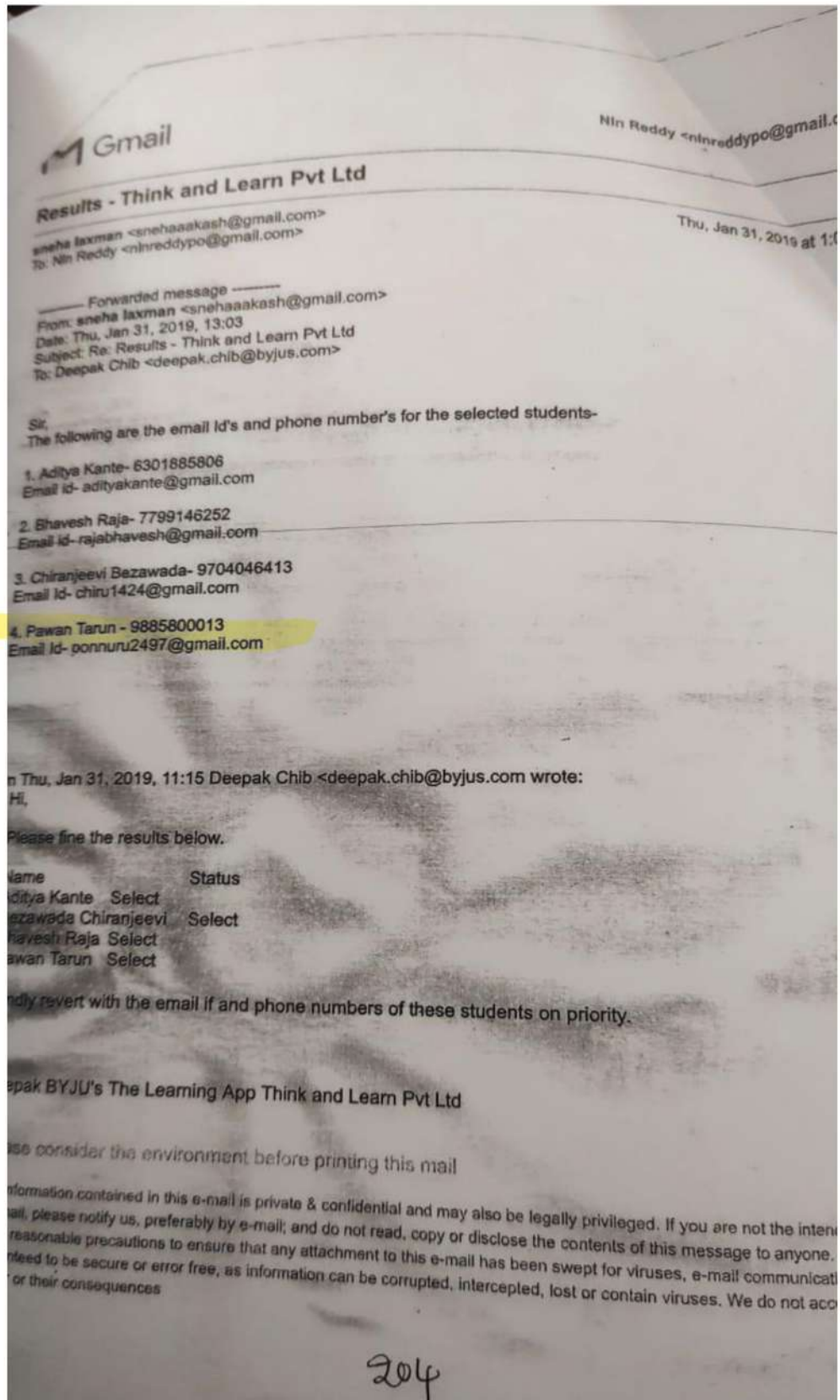
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17	160115733002	Asra Naseem	CSE	asranaseem98@gmail.com	7893943284
18	160115733040	Pavan Sai Ganji	CSE	pavansai57@gmail.com	9703163272
19	160115733042	Raghavendra Rao Kotha	CSE	raghavendraraokotha@gmail.com	9063552359
20	160115733169	Sandeep Kumar Nallala	CSE	sandym1996@gmail.com	7396657797
21	160115733059	Venkata Srivatsa Grandhi	CSE	srivatsa28@gmail.com	9177830941
22	160115733177	Uma Maheshwara Swamy Desine	CSE	dmahesh1598@gmail.com	9666642416
23	160115733077	Arabati Tejaswi Roopini	CSE	tejaswiroopi28@gmail.com	8790410462
24	160115733121	Alekya Gujjala	CSE	alekya1209@gmail.com	8790419100
25	160115733082	Abrar Athar Hashmi	CSE	hashmiabrar14@gmail.com	9618205648
26	160115733075	Shefali Shireen	CSE	shefalishaik@gmail.com	8333009022
27	160115733056	Srinath Tangallapally	CSE	srinath.tangalapally@gmail.com	9000260145

Dr. N L N REDDY

Director-CDC

CBIT, Gandipet, Hyd.

Cell: 9849466587

E-mail: placements@cbil.ac.in

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28	160115733059	Madhukar Domakonda	CSE	madhukarpateld@gmail.com	8374676230
29	160115733014	Shambhavi Mkdv	CSE	shambhavi.7925@gmail.com	9550607925
30	160115733151	Achyuth Pottlapally	CSE	pachyuth98@gmail.com	8897073808
31	160115733302	Shravani Kamatala	CSE	shravanikamatala96@gmail.com	9866514402
32	160115733061	Aakanksha Vinnakoti	CSE	aakanksha172014@gmail.com	7032208430
33	160115733152	Deepak Palavarapu	CSE	deepakpalavarapu@gmail.com	7793977145
34	160115733127	Komal Puranik	CSE	komalpuranik210@gmail.com	8106919270
35	160115733031	Hemanth Reddy Musuku	CSE	mhr2697@gmail.com	9949307289
36	160115733134	Rachana Kavukuntla	CSE	rachanakavukuntla@gmail.com	7702700800
37	160115733087	Harish Kumar Kathi	CSE	kharishk1998@gmail.com	8184967782
38	160115733153	Dileep Matha	CSE	dileep.matha98@gmail.com	9490421430
39	160115733029	Hari Samanth Challa	CSE	challahari520@gmail.com	9177801081
40	160115733001	Akhila Sirikonda	CSE	akhilachowdary98@gmail.com	9133779393
41	160115733004	Keerthi Sanke	CSE	keerthisanke.sk@gmail.com	7032794006
42	160115733170	Aaqil Shaik	CSE	aaqilshaik.as@gmail.com	9908760663
43	160115733049	Sai Krishna Reddy Allala	CSE	skrallala752@gmail.com	7032425414
44	160115733016	Shreya Therupally	CSE	therushreyat@gmail.com	9652578223
45	160115733006	Monica Kamal	CSE	monica.srpk@gmail.com	9441316478
46	160115733069	Divyarsha Koduri	CSE	kdivyarsha4@gmail.com	9100440664
47	160115733057	Srujanvesh Goud Kotha	CSE	srujanveshg@gmail.com	9133422449
48	160115733032	Ithesh Muppaneni	CSE	itheshmuppaneni@gmail.com	7013490844
49	160115735152	Madhunala Nikhil	ECE	mnikhil2903@gmail.com	7075777020
50	160115735035	Anil Kumar Potharaju	ECE	anilkumar2597@gmail.com	7799306952
51	160115735134	Amulya Sairama Baswa	ECE	baswa.amulya@gmail.com	7893901032
52	160115735026	Suchithra Reddy Yellolu	ECE	suchithrareddy98@gmail.com	9133751155
53	160115735160	Sai Charan Reddy Battula	ECE	scrib1998@yahoo.com	9515723859
54	160115735081	Suhethaa Kurmeti	ECE	suhitha26@gmail.com	8688182541
55	160115735046	Naga Venkata Saikrishna Rayapu	ECE	saikrishna6797@gmail.com	9177144880
56	160115735066	Divya Sri Sarparapu	ECE	sdivysri@gmail.com	8247398438
57	160115735027	Supraja Palaju	ECE	palojusupraja@gmail.com	8500055878
58	160115735176	Varshik Chebrolu	ECE	varshikchebrolu@gmail.com	9705237270
59	160115735040	Harun Sai Reddy Devireddy	ECE	harunsai230@gmail.com	8297299298
60	160115735021	Sharon Keerthana Chiluvuri	ECE	sharonkeerthana1@gmail.com	8978258280
61	160115735162	Sai Krishna Nailani	ECE	saikrishna0924@gmail.com	7893695697
62	160115735077	Sreeranjani Didugu	ECE	sreeranjaniididugu@gmail.com	7032653244
63	160115735031	Vennela Bandlamudi	ECE	vennelabandlamudi1998@gmail.com	7799821549
64	160115735174	Trivedh Audurthi	ECE	trivedhnani@gmail.com	8686465811
65	160115735157	Rohith Ramesh	ECE	rohithramesh2@gmail.com	9133663950
66	160115735062	Aishwarya Kasim	ECE	kasimaishwarya@gmail.com	9000181414

Dr. N L N REDDY
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81

67	160115735129	Poojitha Borra	ECE	poojithaborra27@gmail.com	8886563958
68	160115735322	Latha Gunja	ECE	lathamadhuri86@gmail.com	7093660604
69	160115735164	Sainikhil Vandanapu	ECE	vandanapusainikhil@gmail.com	9100587675
70	160115735099	Mohan Kumar Methuku	ECE	mohankumarmethuku@gmail.com	9704699478
71	160115735078	Haritha Sri Deevi	ECE	harita.deevi4698@gmail.com	9493118530
72	160115735101	Nikhil Gattu	ECE	nikhilgattu14@gmail.com	8008766706
73	160115735033	Abhilash Reddy Devarinti	ECE	devarinti4037@gmail.com	9052810258
74	160115735154	Rajamallareddy Bakkammagari	ECE	rajamallareddy2405@gmail.com	8328157012
75	160115735076	Shanthi Priya Dulapalli	ECE	shantipriyamsd@gmail.com	9550814754
76	160115735126	Jose Liji P	ECE	lijipjose1712@gmail.com	7032405772
77	160115735003	Ashwitha Pasham	ECE	ashwithareddy.15@gmail.com	9550393707
78	160115735142	Amit Kumar Anchaliya	ECE	amitanchaliya11@gmail.com	9154707111
79	160115735018	Sahithi C	ECE	sahithichamanthula@gmail.com	9133559400
80	160115735135	Tejaswini Kondapuram Sampangi	ECE	tejaswinsampangi@gmail.com	9440855811
81	160115735039	Hareesh Gunda	ECE	GUNDAHAREESH5683@GMAIL.COM	9182037883
82	160115735049	Raghuram Chepuri	ECE	ch.raghuram5@gmail.com	9908445003
83	160115735092	Goutham Sadubathula	ECE	goutham.sadubathula444@gmail.com	9493658994
84	160115735137	Sreeja Ulligadda	ECE	ulligaddasreeja@gmail.com	9441927832
85	160115735045	Gopi Krishna Murali Venkateswara	ECE	muraliponnada19@gmail.com	7032955264
86	160115734028	Girish P	EEE	girishpagadala@gmail.com	7013548977
87	160115734087	Jay Panara	EEE	jay.panara@gmail.com	9959590038
88	160115734003	Bhagya Sri Gottimukkula	EEE	bhagyasri96.bs@gmail.com	8686176633
89	160115734026	Akash Gunti	EEE	akashgunti@gmail.com	9133242234
90	160115734050	Sharath Chandra Reddy Vudem	EEE	vsharathreddy117@gmail.com	9912935997
91	160115734018	Srinija Reddy Kamatham	EEE	kamathamsrinijareddy@gmail.com	7386430082
92	160115734022	Vaishnavi Avadhanam	EEE	vaishnaviavadhanam@gmail.com	8374484999
93	160115734112	Srinagh Dhanunjai Chalasani	EEE	srinaghchalasani1@gmail.com	6301568097
94	160115734014	Shivapriya Chada	EEE	chadashivapriya11@gmail.com	9505461356
95	160115734033	Manikanth Madiboni	EEE	jpmadi39@gmail.com	8333978461
96	160115734024	Vaishnavi Gullipalli	EEE	vaishnavig1997@gmail.com	8142447279
97	160115734005	Haritha Rachuri	EEE	rachuriharitha@gmail.com	9515733819
98	160115734071	Rashmi Kapoor	EEE	rashmikapoor1998@gmail.com	9676158065
99	160115734103	Sai Teja Medepalli	EEE	Saiteja6240@gmail.com	8341230533
100	160115734013	Sahitya Satrasala	EEE	sahitya.satrasala3@gmail.com	8886788135
101	160115734305	Ayesha Farheen Mohammad	EEE	ayeshafarheen4242@gmail.com	8341551818
102	160115734036	Nithin Reddy Adla	EEE	nitinreddy1998@gmail.com	8885577447
103	160115734062	Bhagyasri Ravva	EEE	r.bhagyasri1997@gmail.com	7702722748
104	160115738052	Srujan Alladurgam	Prod	srujanalladurgam@gmail.com	9885675677
105	160115737111	Sanjeev Kumar Dumpala	IT	dsanjeev30@gmail.com	9010457189

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Director-CDC

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106	160115737058	Vasudeva Gudimalla	IT	vasudeva1997@gmail.com	7013593460
107	160115737119	Yatish Chandra Bondala	IT	yatishchandra889@gmail.com	6309268626
108	160115737096	Hemanth Reddy Loka	IT	lokaheemanthreddy@gmail.com	9959041441
109	160115737317	Soni Malkapuram	IT	soni12cn052@gmail.com	9618059355
110	160115737059	Vishal Anand Chenna	IT	vishalanandch@gmail.com	8187834816
111	160115737118	Vivek Kumar Reddy Hanumareddy	IT	h.vivekreddy000@gmail.com	9030222292
112	160115737104	Ritesh Nela Kosigi	IT	nk.ritesh4@gmail.com	7793902220
113	160115737072	Sai Rishitha Gorantla	IT	rishitha.sai954@gmail.com	9052992646
114	160115737008	Bhavitha Maile	IT	bhavithamaile3@gmail.com	7842539567
115	160115737019	Pragna Challa	IT	challapraghareddy@gmail.com	9676410319
116	160115737301	Kiran Kumar Chirra	IT	chkiran219@outlook.com	7893714148
117	160115737071	Sai Deepa Bhavani Peri	IT	saideepaperi@gmail.com	7032084334
118	160115737048	Pravin Kishore Koyalkar	IT	pravinkishore.1997@gmail.com	8125261139
119	160115737084	Yashaswi Kakumanu	IT	yashaswi.kakumanu@gmail.com	9394239498
120	160115737106	Sai Kiran Chavan	IT	csaikiran97@gmail.com	9553929964
121	160115737100	Naga Akhil Belide	IT	akhilbelide20@gmail.com	7842233888
122	160115737086	Abhiram Koushik Komanduri	IT	abhiramk65@gmail.com	9553448136
123	160115737012	Hari Priyanka Sunkari Anusuya	IT	cruzeanu.11@gmail.com	8985023460
124	160115737064	Deepika Bomma	IT	deepikabomma10@gmail.com	7661984755
125	160115737094	Bhargavreddy Muthukuru	IT	Bhargavreddymuthukuru@gmail.com	9652196536
126	160115737108	Sai Shashank Veeram	IT	saishashank85@gmail.com	9703953072
127	160115737004	Anjani Durisety	IT	anjani.dh@gmail.com	7995252241
128	160115737039	Dheeraj Reddy Jambula	IT	4855dheeraj@gmail.com	8179469821
129	160115737076	Shreeshma B	IT	shreeshmareddy09@gmail.com	9581841658
130	160115737082	Vigna Shree Telukunta	IT	vignashree7@gmail.com	9849932333
131	160115736014	Abhinay Lingam	Mech	abhinaylingam2403@gmail.com	8185077394
132	160115736060	Yashwanth Reddy Addula	Mech	yashwanthredd4@gmail.com	8555802210
133	160115736048	Srinivas N.V.S.L	Mech	shannu1997@gmail.com	8499000363
134	160115736040	Sanjay Kumar Vimigari	Mech	vimmigarisanju@gmail.com	9676493870
135	160115736113	Tejasai Naredla	Mech	tejasainaredla14@gmail.com	9515224375
136	160115736086	Harshith Bhamidimukkula	Mech	b.harshith1997@gmail.com	8074143451
137	160115736046	Sriharsha Gonda	Mech	admiralharsha987@gmail.com	9553285153
138	160115736001	Ankitha Bharadwaj Saraff	Mech	ankitha.soni18@gmail.com	9848488177
139	160115736031	Nishanth Varma Vampalli	Mech	nishanthrockz007@gmail.com	9502688089
140	160115736016	Akhil Kandaloju	Mech	kandalojuavinashakhil@gmail.com	8099899201
141	160115736303	Venkata Sai Kumar Allu	Mech	alluvenkatasai001@gmail.com	8790850440
142	160115736100	Ravi Kiran Padakandla	Mech	ravikiranp1301@gmail.com	9133952506
143	160115736077	Anand Sathola	Mech	anand199718@gmail.com	8712869218
144	160115736034	Rishi Teja Madduri	Mech	rishimadduri@gmail.com	8074930012



WELCOME TO WIPRO

5 October, 2021

Dear **Venkata Sai Saradhi Mamillapalli**,

Welcome to Wipro Limited and congratulations on your appointment as **Software Engineer**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.



HEXAGON



DIVYA LUNAVATH

Emp Id:
103505

Blood Group:
A+

Office: +91.40.7103.5000



Letter of Initial Offer

6th August 2020
Mr. Manrohit Prasad Kalluri,
Hyderabad.

Dear **Manrohit Prasad Kalluri,**
Welcome to Brane Enterprises!

We're delighted to extend this offer of employment for the position of "**Associate Solution Leader**".

We request you to study this letter and return the enclosed duplicate copy or scanned copy by email in **acceptance of the same on or before 7th August 2020.**

Your total C.T.C will be **Rs. 5,00,000/-** and the monthly emoluments before deductions will be **Rs. 39,065/-**. The detailed break up will be provided to you with the Annexure-A.

This Offer of employment is subject to positive feedback with respect to Background Verification which can be done anytime during your tenure with our Organization.

Your date of joining should be on or before 1st September 2020.

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the organization. You will, therefore, be required to sign a "Code of Conduct, Non-Conflict and Confidentiality Agreement" of our organization at the time of your joining the organization. This job requires your fulltime commitment and during this tenure does not permit any other part time assignments.

We look forward to you joining our team. We are sure that you will have a bright career with our organization.

We take this opportunity to welcome you into the fold of Brane Enterprises.

Thanking you,

for **Brane Enterprises Pvt. Ltd.**


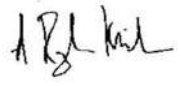
Raghava Avvari
HR Head

Brane Enterprises Pvt. Ltd.

Sasi Icon (Q HUB), 3rd and 4th Floor, Road No. 36, Jubilee Hills, Hyderabad – 500 033, India.
CIN : U72900TG2020PTC141392 | Mail : contact@braneenterprises.com | Phone : +91 40 68268700



CTC Per Annum		5,00,000
Monthly CTC		41,667

Annexure - A		
Name: Manrohit Prasad Kalluri	DOJ: 1st September 2020	
Role: Associate Solution Leader		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	16,667	2,00,004
House Rent Allowance	6,667	80,004
LTA	1,628	19,533
Special Allowance Per Month	14,103	1,69,240
Monthly emoluments before deductions: (A)	39,065	4,68,780
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	802	9,620
Total(B)	2,602	31,220
COST TO ORGANIZATION (A+B)		5,00,000
<p>*Provident Fund(Employer Contribution) will be deducted from Monthly Gross Salary.</p> <p>* Income Tax & Professional Tax will be deducted as per the Act.</p>		
For Brane Enterprises Pvt. Ltd.	Accepted	
	Name & Signature: Kalluri Manrohit Prasad	
Authorized Signatory	Date: 7th August 2020	



RESEARCH CENTRE IMARAT
Dr. APJ Abdul Kalam Missile Complex
Hyderabad -500069
TEMPORARY PASS No : 985421
(ACCESS CARD ONLY)

NAME :
S/O D/O W/O :
NATURE OF :
PLACE OF WORK :
VALID UP TO :

ANKUR SHUKLA
VIKAS SHUKLA
Cont. Engineer
Srinath (CSE)
28/01/2021



LI Col
Senior
Research
Dr. APJ Abdul Kalam
Missile Complex

Issuing Authority



Vikram Enterprises
BUILDERS & DEVELOPERS

Bandlaguda, GSI Road, Nagola, Hyderabad-500 088
Phone : Off : 040-24223144 Mobile : 9246557909 e-mail:avikram99@yahoo.com

Date: 3/10/2019

Place: Hyderabad

TO WHOM-SO-EVER IT MAY CONCERN

This is to certify that Mr. Ananthula Abhinav Kumar Reddy is one of the partners and holds the position of vice-chairman in our company from 8th January 2016 to till date. He is amiable in nature and character as well.

We wish him every success in life.

Thank you.

Sincerely Yours,

For VIKRAM ENTERPRISES


Managing Partner



Ref: EIPL/HRD/AL/094/2019-20

Date: NOVEMBER, 23, 2019.

Mr. Sreekanth M
H.No:1-1-29/2/48,
Maruthi Nagar,Jammigadda,
Kapra,Hyderabad
Cell: 90309 79600.

Dear Sir,

Subject: **Appointment letter** – Reg.

With reference to your interview with us, we are pleased to appoint you as “**Engineer Proposal**” on the following terms and conditions.

1.0 Date of Joining:

You shall join duty on or before 02nd December 2019.

2.0 Remuneration:

You will be paid a salary of Rs. 13,000 (Thirteen Thousand only) per month.

3.0 Benefits:

You will participate in the company’s Provident Fund scheme and ESI as applicable to your category of employees.

You will be entitled for gratuity in accordance with the rules governing such payments.

You will be paid DA and other travelling expenses as per the company rules, applicable during your travel on official work.

4.0 Increment grade:

Your salary will be reviewed annually as the management may decide.

Your increment in the grade will be subject to effective performance and results during the year.

5.0 Leave:

You will be eligible for privilege, sick and casual leave as many be applicable.

6.0 Retirement:

You will retire on attaining the age of 58 years.

7.0 Probation Period:: You will be on probation for a period of six months from the date of your appointment and during the probationary period your services may be terminated at any time without assigning any reason thereof. The period of probation can be extended at the sole discretion of the management and you will continue to be on probation till an order of confirmation has been passed in writing.

Enmax Engineering (India) Private Limited

Survey # 15, Suraram, Qutbullapur(Mandal)
Rangareddy (Dt.), Hyderabad-500 055.INDIA
Tel :+91 7207081776, 7416055628/29/30
e-mail: info@enmaxindia.com, URL: www.enmaxindia.com

CTM NO. 1174800TC20007BTC054618

8.0 Other Work:

You are a whole time employee of the company and you will devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity to be interested directly or indirectly in any other trade or business during your employment with the company, without permission in writing from the management.

9.0 Transfer:

While initially you are posted at Hyderabad, you may be transferred to any other place within the country.

10.0 Confidential information:

You will not at any time without the consent of the management disclose or divulge or make public any information regarding the company's affairs whether the same may be confided to you or become known to you in the course of your service or otherwise.

11.0 Past record

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 case, you will be liable to removal from service without any reason.

12.0 Termination notice:

On unsuccessful completion of the probationary period, this contract of employment is terminable by one month (30 days) notice on either party is not bound to give any reason thereof.

13.0 After termination:

On termination to this contract you will immediately hand over all correspondence, specifications, catalogs, drawings, market data, cost data, effective records etc, belonging to the company or relating to its business and shall not retain or make copies of any of these items.

14.0 Service:

Your services will be governed by the service rules of the company as may be in force from time to time in so far as they are not at variance with the terms herein contained.

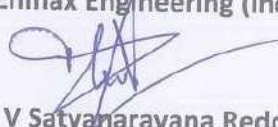
15.0 Jurisdiction:

This is strictly subject to Hyderabad (Telangana) jurisdiction.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing the duplicate copy of this appointment.

Thanking you,
Sincerely yours,

for **Enmax Engineering (India) Pvt. Ltd.**


D V V Satyanarayana Reddy
(Director)



Ch. Gopal Reddy

B.E.
Secretary & Correspondent

Mr.Ch.Nithin Chakravarthy,
H.No: 9-64/2/1,Boduppal,Hyderabad – 500 092

APPOINTMENT ORDER

Date.14 -11-2019

Dear Sir,

Sub: CMRIT - Appointment order for the position of Asst Professor -Reg.
Ref: Proceedings of the Selection Committee, dated: 14-11-2019.

* * *

On the recommendation of selection committee, the Management is glad to offer you the position of Asst.Professor in the Department of ME with the consolidated salary of Rs. 16,000/- per month, subject to the following terms and conditions:

1. The above salary will not carry any usual allowances admissible by the Institution/ Affiliating University.
2. You shall be on probation for a period of **two** years in case of starting cadre / **one** year in case of senior cadre with effect from the date of joining.
3. You should report to the Principal on or before 14.11.2019, failing which the appointment is liable to be cancelled.
4. You should perform duties / work assigned by the HOD / Principal from time to time. You are required to shoulder any other responsibility connected with the college, assigned to you.
5. You should submit all original certificates such as qualifying education, experience, relieving orders, salary certificate from ex-employer, caste certificate if applicable, copy of PAN card and address proof, one set of Xerox copies along with two recent passport size photographs.
6. You shall be drawing the next increment after completion of 12 months of satisfactory service. In addition to the terms and conditions of employment specifically stated here, you will also be governed by the rules, regulations and such other practices, system, procedures and policies framed, amended, modified or omitted by the institute from time to time.
7. You should update the college with any change in your address / marital status immediately. You should also submit the copies of the certificates of the Degree / Diploma on completion of any higher education/ qualification.
8. During the period of probation, the appointment can be relinquished with one month's notice from either side and after probation it will be three months notice from either side. However, term of notice period will be at the sole discretion of the Institution. Resignation will not be accepted during the academic session. It may be submitted on the last working day of the academic year i.e., 30th April.
9. JNTUH ratification is mandatory for fulfillment of University norms.
10. Your services are transferable to any other Institution under CMRGI.

We welcome you to the Institution and expect your contribution to the growth of the organization.

Yours faithfully,


Ch. Gopal Reddy

Secretary & Correspondent

Copy to: Personal File

Hyderabad - 501 401.

Ph : 8008557612

Telefax : 040-200240

Email : principal@cmritonline.ac.in

website : www.cmritonline.ac.in

2. Establishment File 3. Accounts Officer



TATA CONSULTANCY SERVICES



**SANDEEP
NOOKALA**

Card No 965248
Associate No 2396015

Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort
Mumbai 400001, India



HETERO



Name : Ashok K

Emp.Code : 209937

Dept. : Purchase

Bl.Group : A+ve

Authorised Signature

(INDIA)

Hetero Drugs Limited

Hetero Corporate
7-2-A2, Industrial Estate, Sanath Nagar,
Hyderabad - 500 010, Tekangana, India.

Tel : 091 - 40 - 23704923/24/25.

Fax : 091-40-23704035
www.heterodrugs.com

INSTRUCTIONS

1. Employee has to carry this card while on duty and it should be shown to company authorised official on request.
2. Card must be surrendered to the company on resignation.

0007753623 118.30375



www.sreenidhi.edu.in

Offer and Appointment Letter

1st April 2021

Ms. Sadia Alvi
106, Indralok Complex,
Banjara Hills, Road No. 1,
Near Care Hospital, 6-3-248/1,
Prem Nagar, Khairatabad,
Banjara Hills, Hyderabad,
Telangana – 500034.

Email: salvi8000@gmail.com

Dear Sadia,

We are pleased to offer you an appointment as an **Assistant Professor** in the **Department of Mechanical Engineering** at **Sreenidhi Institute of Science and Technology (SNIST)**.

Sreenidhi Educational Group is involved in Engineering Education, Publishing and Marketing activities. It has a number of constituent units, which have a total turnover of more than Rs.200 crores. Sreenidhi is the very first engineering college amongst 191 engineering colleges affiliated to JNTU to be accredited by the National Board of Accreditation of AICTE.

We take this opportunity to thank you and to express our appreciation of your decision to join **Sreenidhi Institute of Science and Technology**. You are requested to join us on or before **3rd April 2021** at the **SNIST Campus, Yamnampet**.

The details of your compensation and benefits package along with the terms and conditions of employment applicable from the date of your joining are annexed herewith.

As a confirmation of your acceptance of this letter, please sign and e-mail the scanned copy of this letter within three (3) calendar days to the undersigned at ashishmittal@sreenidhi.edu.in.

We look forward to your valuable contribution and mutually beneficial association.

For **Sreenidhi Educational Group**

Ashish Mittal
Group - CHRO

I accept the offer and related terms and conditions. I will join by 3rd April 2021

Campus: Yamnampet, Ghatkesar,
Hydrabad 501 301, Telangana, India
Tel. Campus: 08445 200595/96/97

Corporate Office: # 1-2-288/23/1, Domaiguda
Hydrabad 500 029, Telangana, India
Tel: 91 40 27631236, 27633349, 27640395 | Fax 91 40 27640394



APPIDI TECHNOLOGIES PVT. LTD.

Survey No. 125, Jeedimetta Village,
Near RUF & TUF Jeans, Outhbullapur Road,
HYDERABAD - 500 055, INDIA
Ph +91 40 65863942
Mobile 9248033474
E-mail sales@appiditech.com
Website www.appiditech.com

Dt:06/06/2019

To
Mr. D NARESH KUMAR,
1-10-27/5,
Prakash nagar, Begumpet,
Hyderabad, Telangana
PIN:500016

Letter of Offer

Dear Mr. D.NARESH KUMAR,

With reference to your application and subsequent interview you had with us on 06/06/2019, we are pleased to inform you that you have been selected for the post of "Design Engineer" in our Organisation at Hyderabad.

As agreed upon you will be paid an amount of Rs 20,000/- P.M(Rupees Twenty Thousand only per month), as per company norms.

You are requested to submit the following documents for verification.

1. Original educational Certificates along with a set of Xerox copies.
2. Original Last drawn pay slips along with a Xerox copy
3. Original Reliving letter from your previous employer along with a Xerox copy
4. Original Aadhar Card along with a Xerox copy.
5. Passport size Photographs -4 Nos.

You are advised to join us on or before 21.06.2019

Regards,

For APPIDI TECHNOLOGIES PVT LTD.



Authorised Signatory



(Founded in 1954)

Date: 21.11.2020

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. SHAIK MEERJA KASIM** , T.No: 1307 is working our organisation as **Junior Engineer- Designs** from 08.11.2019 to till date.

This certificate is issued at the request of the above employee.

K. Satish Babu
AGM-HR

SEC INDUSTRIES PRIVATE LIMITED

Regd. Office & Works: #6-25, Opp. IDPL Project, Balanagar, Hyderabad-500037, INDIA.

Ph: +91-40-23770260, 23773520. Fax: +91-40-23773613. e-mail: mail@secindustries.com, www.secindustries.com



AS 9100:2016 | ISO 9001:2015 | ISO 14001:2015 | ISO/IEC 27001:2013 | ISO 45001:2018