

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 2020-21 from S.No. 199 to 388

S. No.	Name of the student placed	Program graduated from
199	Sai Rakshitha Yalamanchili	BE - CSE
200	Srinath Brahmeshwarkar	BE - CSE
201	Bogala Indu	BE - CSE
202	Sahaja Samudrala	BE - CSE
203	Rishika Rednam	BE - CSE
204	Shwetha Yaramada	BE - CSE
205	Kousthubha Krishna CH	BE - CSE
206	Shiva Sai	BE - CSE
207	Nihal Reddy Vatti	BE - CSE
208	Juhitha Doddoju	BE - CSE
209	Neha Pendem	BE - CSE
210	Supreet V	BE - CSE
211	Sai Vinita Yeggadi	BE - CSE
212	Sagnik Roy	BE - CSE
213	Satwika Pasham	BE - CSE
214	Maanasa Gupta Thatikonda	BE - CSE
215	Praneeth Reddy Mallupally	BE - CSE
216	Yalla Sathwick Reddy	BE - CSE
217	Srijesh Kumar Yanambaka	BE - CSE
218	Peeyusha K	BE - CSE
219	Charitha P	BE - CSE
220	Mamidala Kruthika	BE - CSE
221	Sisira	BE - CSE
222	S Chakradhar	BE - CSE
223	Hruday Tej	BE - CSE
224	Kanishka Sutrave	BE - CSE
225	Subbagari Shreeyesh Reddy	BE - CSE
226	Sri Sai Sravan Mudumba	BE - CSE
227	Rohit Dandamudi	BE - CSE
228	Parsi Srijay	BE - CSE

229	Varun Boya	BE - CSE
230	Neha Todima	BE - CSE
231	Prakashitha Jaladanki	BE - CSE
232	Rishika Pabba	BE - CSE
233	Abhilash Devinuri	BE - CSE
234	Sai Ashish Reddy Patlolla	BE - CSE
235	Sai Sankeerth Modini	BE - CSE
236	Mohith Bopparaju	BE - CSE
237	Ananya Puppala	BE - CSE
238	Susmitha Chintareddy	BE - CSE
239	Priyatam Naravajhula	BE - CSE
240	Rahul Sai Pratap	BE - CSE
241	Sai meenan Vooturi	BE - CSE
242	Saicharan Chintha	BE - CSE
243	Rakesh Sirikonda	BE - CSE
244	Satyajit Mohanty	BE - CSE
245	Kranthi Rekha Chinthapally	BE - CSE
246	Charithesh Puppireddy	BE - CSE
247	Sujan Chithaluri	BE - CSE
248	Bhargavi Sunkireddy	BE - CSE
249	Amrutha Tiruveedhula	BE - CSE
250	C M Abhiram Reddy	BE - CSE
251	Prithvi Teja Muramshetti	BE - CSE
252	Sriram karthikeya V	BE - CSE
253	Alekya Kondepudi	BE - CSE
254	Ruchitha Pannala	BE - CSE
255	Sreedeeep Rayavarapu	BE - CSE
256	Srinivasreddy Chitukula	BE - CSE
257	Sai Raj Yadav Saanam	BE - CSE
258	Nandini Devalla	BE - CSE
259	Sri Swathi Nimmagadda	BE - CSE
260	Sneha Miryala	BE - CSE
261	Sri Sai Dyavanapally	BE - CSE
262	Manideep Kumar Gandhari	BE - CSE
263	KVN Sairaam reddy	BE - CSE
264	Siddharth Tumre	BE - CSE
265	Akshitha Nanavala	BE - CSE
266	Prerana	BE - CSE
267	Shraddha Srinivas Pangam	BE - CSE
268	Kedarnath Chaturvedula	BE - CSE
269	Santhosh Kanne	BE - CSE
270	Anmol Jain	BE - CSE
271	Nihash Veeramachaneni	BE - CSE
272	Vineeth Srirangam	BE - CSE
273	Sravya Gudipelly	BE - CSE
274	Koushik Patnam	BE - CSE
275	Apoorva Pattamatta	BE - CSE

276	Samhitha Kamma chavala	BE - CSE
277	Sowmya Bommu	BE - CSE
278	Saif Athyaab	BE - CSE
279	Vishal Reddy	BE - CSE
280	Sharath Chandra	BE - CSE
281	Vidyadhar Pogul	BE - CSE
282	Anudeep Kandula	BE - CSE
283	Shiva Kumar Jada	BE - CSE
284	Vishnu Gadam	BE - CSE
285	Jyotika Koneru	BE - CSE
286	Mirza Akber Namazi	BE - CSE
287	Vyshali Chava	BE - CSE
288	Adeel Ahmed Akheel	BE - CSE
289	Alekhy Thadagonda	BE - CSE
290	Vineeth Buddarapu	BE - CSE
291	Palli Vishnu Vardhan Reddy	BE - CSE
292	GopiKumar Makwana	BE - CSE
293	Srinivas pavan singh Runval	BE - CSE
294	Vamshi Kundanapally	BE - CSE
295	Dora Sai Varma Eskepalli	BE - CSE
296	Stella Ramola Erdani	BE - CSE
297	Rishika Reddy	BE - CSE
298	Namya Reddy Gaddam	BE - CSE
299	Abhishek Challa	BE - CSE
300	Mohammed Zubair Ahmed	BE - CSE
301	Saad Ahmed	BE - CSE
302	Shaik Abdul Muqtadeer	BE - CSE
303	Abhay Singh Baloria	BE - CSE
304	Bolisetty Bhargav sai	BE - CSE
305	Sana Simran Khazielakha	BE - CSE
306	Rahul Sriram	BE - CSE
307	Vishal Chandra Jongoni	BE - CSE
308	Harshini Borugadda	BE - CSE
309	Pavan Praneeth	BE - CSE
310	Madhavi Devi Yellapu	BE - CSE
311	Roshini Jummala	BE - CSE
312	Spoorthi Badikala	BE - CSE
313	Supriya Pakala	BE - CSE
314	G Preetham Reddy	BE - CSE
315	Shashank Kandaala	BE - CSE
316	Varun Bamandlapelly	BE - CSE
317	Vishnu Priya G	BE - CSE
318	Vallapu Sai Keerthana	BE - CSE
319	Deekshitha Reddy	BE - CSE
320	Keerthana Gurinda Gunta	BE - CSE
321	Paduri Punya Keerthi Reddy	BE - CSE
322	Hemanth Neelam	BE - CSE

323	Akhila Udutha	BE - CSE
324	Kolluri meghana	BE - CSE
325	Rahul S	BE - CSE
326	Haritha Ette	BE - CSE
327	Dharani Saripally	BE - CSE
328	Kartheek Aitha	BE - CSE
329	Chanikya Ladi	BE - CSE
330	Mohammed Moazzam Zahuruddin	BE - CSE
331	Nikitha Bogala	BE - CSE
332	Ram Nithin Reddy	BE - CSE
333	Sridhar kandi	BE - CSE
334	Thota Venkata Sai Teja	BE - CSE
335	Srujana Cherukuri	BE - CSE
336	Harsh Raj Jeripothula	BE - CSE
337	Mounish Juvvadi	BE - CSE
338	Naveen Vamshi Peethala	BE - CSE
339	Pragnesh Bagary	BE - CSE
340	Snehitha Nayaka	BE - CSE
341	Spandana Bulusu	BE - CSE
342	Sreshta Putchala	BE - CSE
343	Anirudh VL	BE - CSE
344	Sathvik Mansanpally	BE - CSE
345	Sai Krishna Gantannagari	BE - CSE
346	Sai Rohith Kommineni	BE - CSE
347	Tejavamshi Singapanga	BE - CSE
348	Varun Sundaram	BE - CSE
349	Abdul Qavi	BE - CSE
350	G Lakshmi Anuhya	BE - CSE
351	Shaik Waseem Akram	BE - CSE
352	Vaishnavi Kubeer	BE - CSE
353	Adarsh Pati	BE - CSE
354	POKALA VAIBHAW	BE - CSE
355	KARANAM DINAKAR PARUL	BE - CSE
356	Harshavardhan Potla	BE - CSE
357	SHIVA KUMAR NADIMINTI	BE - CSE
358	Gana Deekshith	BE - CSE
359	Srinath Gariganti	BE - CSE
360	Mandala Radhika	BE - CSE
361	Bala Sai Apoorva Maradapu	BE - CSE
362	Dhanush Pakanati	BE - CSE
363	Mohammed Abdul Mujeeb	BE - CSE
364	Vinay Yerrolla	BE - CSE
365	Abilash	BE - CSE
366	SaiTeja	BE - CSE
367	Kushwanth Kumar	BE - CSE
368	Indira priya darshini	BE - CSE
369	Akankshaka	BE - CSE

370	Hemanth Surya Theja	BE - CSE
371	Ramesh Mudavath	BE - CSE
372	Lavanya	BE - CSE
373	Kinnera V	BE - CSE
374	Sai Rohi Raj	BE - CSE
375	Boosa Keerthana	BE - CSE
376	Mohammed Sayeed	BE - CSE
377	Bharath Durgam	BE - CSE
378	Susmitha Chintareddy	BE - CSE
379	Praneeth Reddy Mallupalli	BE - CSE
380	Obulreddygari Deekshitha	BE - CSE
381	Bhanu Prasad Nayak Ramavath	BE - CSE
382	Archana Gopala	BE - CSE
383	Vamshi Kundanapally	BE - CSE
384	Anirudh Mahadevuni	BE - CSE
385	Munipally Abhignya	BE - CSE
386	Dabbukottu Laxman	BE - CSE
387	Anitha Ramatenki	PG
388	Samyuktha Mantri	PG

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FACTSET } SEE THE ADVANTAGE

30/05/2020

Alekhya Rao Vallurupalli
Shop Number:3 & 7
A.P.I.I.C Colony
Substation,IDA-Jeedimetla,Hyderabad-500055

Offer of Employment

Dear Alekhya Rao

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Software Engineer I** with effect from **1 June, 2020** . You will be based in our **India, Hyderabad, DVS, SEZ-2 - Orion B4,5,7; FL 7,11,12 (Hyderabad - Divyasree)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **8,91,029** and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

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.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 2 working days of receipt of this letter, after which period this offer shall lapse automatically.

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Alekhya Thadagonda

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Alekhya Thadagonda,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.6,51,968/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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ORACLE

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

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

Reference ID: 105507

07 June 2021

Amrutha Tiruveedhula

Dear Amrutha,

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

We offer you a starting compensation at an annual rate of INR 1,100,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

The break-up of Total Gross compensation is given below:

Components	Amount (INR) p.a
A. Basic salary	460,189.00
B. Flexible Benefit Plan (FBP) **	562,453.00
C. Annual Gross Pay AGP (A+B)	1,022,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross (C+D+E)	1,100,000.00

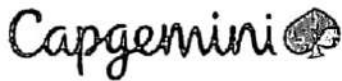
** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

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

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest.

In addition to these terms and conditions stated in the above documents, there are other company

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
11-1, 11-2, Airoli MIDC, Thane - Belapur Road
110, Mumbai 400078, Maharashtra, India
Tel: +91 22 27444233 | Fax: +91 22 27441121
www.capgemini.com/in/en

Superset ID: 293909

Letter of Intent ("LOI")

Dear Bala Sai Maradapu,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

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

Upon joining Capgemini,

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

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

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

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

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

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

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

ANNEXURE 1

Bala Sai Maradapu
Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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SELECTED POST : SCT Police Constable (Civil) (Men and Women) in Police Department

Regdno	Name	HT NO.	Date of Birth	Comm unity	Ex-Ser	Local Status	Local District	FWE Marks (Max.200)	Selected Category	Selected Unit
1379543	KATRAVATH MANISHA	4411791	06/04/1997	ST	No	Yes	Cyberabad / RR	99	OCW	Cyberabad / RR

Note: Selection is Provisional, subject to outcome of the relevant Writ Petitions pending, if any, in the Hon'ble High Court of Telangana.

Contract of Employment

Between

BRANCH METRICS APAC INDIA PRIVATE LIMITED

And

Sana Simran Khazielakha

5. Hours of Work

The normal working hours for the employment of the Employee shall not be more than 9 hours a day and 48 hours per week. The Company shall be entitled to use the service of the Employee even after the completion of the regular time schedule according to the needs of the Company's business and also on Saturdays, Sundays and public holidays.

6. Place of Work

- 6.1 The Employee's employment will be based at the **Bangalore** office. Occasionally the Employee may be required to visit client premises and travel to other company locations.
- 6.2 The Company reserves the right to require the Employee to carry out duties on a temporary or permanent basis from other locations within India as the needs of the Company's business reasonably require. The Employee may be required to work outside of India from time to time.

7. Remuneration & Benefits

- 7.1 Employee's remuneration will be paid by the Company and is subject to all normal deductions required by law. The Company will pay the Employee an annual salary of 850,000 INR. The component parts of this remuneration are to be agreed with the Employee. Employee's salary will be paid once per calendar month in arrears direct into his bank account on or before the last day of the month.
- 7.2 Should the Company pay the Employee a bonus (or any other forms of variable compensation) these shall always be considered non-contractual under all circumstances and always at the complete discretion of the Company.

8. Social Insurances & Benefits

- 8.1 If legally required to do so, and always with reference to your employment status, the Company will make contributions to social security funds or pay gratuities at the minimum level required by Indian law.

9. Deductions from Salary

In addition to normal payroll deductions, the Company is entitled to deduct from the Employee's salary or other payment due to the Employee from the Company (including any payment due to you on termination of employment) compensation for the repayment of any of the following:

- fines for acts or omissions which have been approved by the State government and have been notified;
- absence from duty;

08

June 18, 2019

Dear **Byagari Pallavi**,

We are pleased to offer you the position of **Software Engineer** with Samsung R&D Institute India – Bangalore ("SRIB").

The details of your compensation are enclosed in Annexure 1.

DOJ	4th July 2019
Designation	Software Engineer

All other terms and conditions of employment will be explained in detail in the appointment letter which will be given to you on your date of joining.

You would be on probation for a period of six months from the date of joining as per company policy.

You are requested to bring along with you the original certificates providing evidence of your qualification(s) and employment(s) claimed along with photocopies for verification on your date of joining.

Your employment is contingent on the results of the background verification which includes education and employment checks; and you being certified medically fit as per the Pre-employment Medical checkup. It is advisable that you undergo the pre-employment medical test at least 10 days prior to your date of joining.

You are expected to join us by **July 4, 2019** or on such date as may be mutually acceptable and confirmed in writing. This offer is valid subject to your acceptance on or before **June 22, 2019**.

Please return a copy of this letter duly signed by you as a token of your acceptance of the offer.

We look forward to welcoming you to the Samsung family and wish you a rewarding career over the years to come.

For Samsung R&D Institute India - Bangalore Pvt. Ltd.

Harith Chambravalli
Senior Manager
Human Resources

I Accept :
Date :

Annexure 1: Salary Details 2019-2020

Name : Byagari Pallavi
 CL/TB: CL2/TB4
 Position Title : Software Engineer

Components	Annual Salary
	INR Per Annum
Basic	240000
HRA	120000
Management Allowance	79200
Special Allowance	100462
Annual Base Salary (A)	5,39,662
Leave Travel Assistance	20000
Flexible Benefits (B)	20,000
Provident Fund (Employer's Contribution)	28800
Gratuity (As per Act)	11538
Retirals (C)	40,338
Sub-Total Monthly Gross Annualized (A+B+C)	6,00,000
Company Bonus	40000
Variable Bonus	60000
Variable Bonuses* (D)	1,00,000
Annual Gross Salary (A+B+C+D)	7,00,000
Joining Bonus***	50000
Incentive (E)	50000
Total Target Compensation (A+B+C+D+E)	7,50,000

***Joining Bonus is a one-time payment & paid in the first payroll. It is recoverable from you in case you resign before completing 12 months.

Company Bonus is targeted to be paid at 200% of Monthly Basic and will be paid in the month of October; and Variable Bonus at 300% of Monthly Basic will be paid in the month of July and January (in two Installments). However, the actual payout may vary as per the performance of the Company and as decided by the Management. Payment shall be on pro-rata basis and is subject to income tax deduction as applicable. Please note that you must be on company's payroll on the day of salary/bonus disbursement to be entitled for such bonus payments.

All payments shall be subject to tax in accordance with Income Tax laws and regulations, as prevailing from time to time. The content of this communication is strictly confidential and should not be shared with any person other than an authorized person of SRIB's HR Department.



Global Business Services India LLP

Tuesday, June 22, 2021

Lakshmi Anuhya Gunnam,
H.No: 3-45 Ekhaspur camp, Kotagiri mdl,
Nizamabad, Telangana- 503207.

Subject: Offer Letter

Dear Lakshmi,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Technology Delivery, reporting to Rajesh Veliyaveetil, Director, Technology Delivery, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad -500008, Telangana.

Your employment starts on Monday, August 09, 2021. Your Target CTC (Cost to Company) totaling INR 5,00,075 per annum will be comprised of:

- Basic Pay of INR 241,000 earned and payable monthly (monthly rate of INR 20,083)
- Bonus / Ex-Gratia of INR 48,200 earned and payable monthly (monthly rate of INR 4,017)
- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - Housing Rent Allowance
 - Leave Travel Allowance
 - Child Education and/or Hostel Allowances
 - Meal Voucher or Onsite Meals
 - Balance allowance – Total allowance amount minus discretionary amounts you decide above
- Provident Fund (Employer Contribution) of 12% of Basic Pay, INR 28,920 (monthly rate of INR 2,410)
- Gratuity, INR 11,592 (monthly INR 966) accrued for monthly and payable at the time of termination following a minimum of 5 years of active service
- Annual target short-term incentive of INR 18,075 paid annually at the discretion of the Company

Additionally, you will be eligible for insurance benefits including medical, dental, vision and life cover (parental or parent-in-law medical cover option) and Employee Assistance Program. You are eligible for annual paid time-off of 25 days and 10 annual declared holidays.

Please note that the above employment offer is contingent upon you successfully completing the Bachelor of Engineering graduation course without any pending subjects in any of the semesters in your curriculum, at the time of joining MassMutual.

To accept this offer of employment, please print the attached letter and sign it. Please scan a copy of the signed offer letter and email it back by replying to the email or sending it to RTangirala@massmutual.com attaching the signed letter.

If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please call me at +1 603 531-9876.

We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,

Ravi Tangirala
Head, GCC-India

Offer Accepted By: _____ Date: _____

160117733012
BOGALA NIKITHA

Accenture Solutions Private Limited
Letter of Authorization

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

To whom it may concern

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

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

I hereby declare and affirm that:

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

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

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

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

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

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

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

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

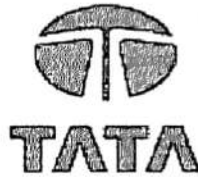
I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Signature : Nikitha B
Full Name in Capitals : BOGALA NIKITHA Date :

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Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point of Contact.



014
014

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

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

Dear Shambhavi Meesala,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182521199

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com



Wednesday, January 27, 2021

Sai Vinitha YEGGADI
yeggadisaivinitha@gmail.com

Dear Sai Vinitha,

Following our meeting and verbal offer, we are happy to appoint you as **Software Engineer I** at F5 Networks Innovation Private Limited, Hyderabad (hereinafter referred to as "F5 Networks" or "Company") for the SEZ unit with its office located as follows:

F5 NETWORKS INNOVATION PRIVATE LIMITED
The Skyview – Building 20, 8th Floor (Units 801 to 804)
Sy.No. 83/1, Plot Nos. 22, 23, 24, 31, 32 & 33
Raidurgam, Madhapur,
Hyderabad - 500 081.

This letter sets out the main terms and conditions of your employment with the company.

Selvaganesan BALASUBRAMANIAN will be your Manager. You can accept this offer by signing this letter and the enclosed nondisclosure and assignment agreement and returning them to F5 Networks. This offer will remain open for three business days (not including holidays or weekends) from the date of offer issuance.

Your employment will commence with effect from **Monday, August 2, 2021** or your actual date of joining. In the event you fail to join on or before **Monday, August 2, 2021** this contract shall stand terminated unless extended at the sole discretion of the Company. You must treat the details of this offer with utmost confidentiality.

Duties and Functions

During the term of your employment, you shall perform such duties and responsibilities as are normally associated with your role and such duties assigned to you by the Company from time to time. During your employment with the Company, you will devote your best efforts to the interests of Company, will not engage in other employment or in any conduct in direct conflict with Company's interests that would cause a material and substantial disruption to Company and will otherwise abide by all of Company's policies and procedures.

Probation

You shall be on probation for an initial period of six (06) months (the "Probation Period"). The Probation Period may be extended by the Company at its discretion based on your performance. At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard. At the expiry of the Probation Period, your employment is deemed confirmed unless notified otherwise.

160117733017

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



Tel: +91-40-66930000
Fax: +91-40-66935593
<http://www.microsoft.com/india>

9-Apr-2021

To
Sairakshitha Yalamanchili
Chaitanya Bharathi Institute of Technology, Hyderabad
Gandipet, Hyderabad,
Telangana, 500075

Dear **Sairakshitha**,

Sub: Preliminary offer of employment

Further to our discussions, **Microsoft India (R&D) Pvt Ltd.**, is pleased to offer you the role of **Software Engineer** on the following terms, and subject to Company policies in this regard:

- a. Your total base salary will be **INR 1322000** per annum, payable monthly in arrears. The base salary has two components, (i) Basic and (ii) Allowances:
 - (i) Basic Salary: Your basic salary will be **INR 623984** per annum and is 47.2% of the base salary.
 - (ii) Allowances: You shall be entitled to a sum of **INR 698016** per annum (52.8% of the base pay) towards allowances.
- b. Stock Award of **USD 30000** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2017 Stock Plan.
- c. Performance Based Bonus will be between **0-20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.
- d. Sign-On Bonus of **INR 500000** will be awarded to you. This Sign on Bonus will be paid in 2 equal installments: the first installment will be paid within 30 days of your actual joining date and the second installment will be paid within 30 days following the first anniversary of your joining date. The payment is subject to the conditions outlined in this regard in the final offer letter.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification.


Signature of candidate


Microsoft India (R&D) Pvt. Ltd.

Registered Office: 807, New Delhi House, Barakhamba Road, New Delhi-110001.
CIN: U72200DL1998PTC093824



Shraddha P
16011773019

October 16, 2020

Shraddha Srinivas Pangam
Plot No 169, New Friends Colony Phase 2, Attapur
Hyderabad, Telangana - 500048
9000445050
shraddhapangam005@gmail.com

Dear Shraddha Srinivas Pangam

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Subject to the conditions set out in **section 9** of this offer letter, your employment with Micron will commence on **July 26, 2021**.

2. Position

Micron will employ you on a full-time basis in the position of **Associate Engineer-IT Software**, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor, Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the **Senior Windows System Manager** and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) Your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) The conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) If relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) Termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

The required period of notice for **clauses 6.1** and **6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" to the left.

Sisira

160117733020

mail: sisira1007@gmail.com

ACTRO/HR/2019/0579
10th September 2019

To
Mr Vaska Akhil
04-06-2012, Himagiri Nagar, Near Hanuman Temple,
Gandhamguda, Rajendra nagar
K.V Rangareddy, Telangana - 500086.

Subject: Letter of Offer

Dear Akhil,

This refers to the discussion that we have had regarding your employment with us. We are pleased to offer you an opportunity to be associated with our company in the Assistant Manager Grade as Associate Trainee.

The other terms and conditions of appointment are as below:

1. You will be paid salary as per the Annexure 1. The salary and the components thereof have been worked out on the basis of cost to the Company.
2. This offer is contingent upon your joining the services of the Company on or before 18th September 2019.
3. You shall be initially on probation for a period of 12 months and your confirmation thereafter will depend on your performance during the probationary period. You shall continue to be on probation until and unless your services are confirmed in writing.
4. Your services can be terminated by giving three months' notice from either side.
5. You will be initially posted at our Bangalore Office. However, your services are liable to be transferred to the different locations set up or which will be set up hereafter by the Company. You may also be transferred to Sister, Associate or Group Companies as per the business requirement of the company.
6. The age of retirement in the company is 60 years and you will retire from the service accordingly.
7. At the time of reporting, you are required to produce the list of documents mentioned in Annexure 2 and complete the required joining formalities.
8. The letter of appointment shall be issued to you on your joining the services of the Company.
9. Before your appointment and during the term of your employment with the company, you voluntarily agree for the company to conduct a background check on you.
10. If at any time during your employment, it is known that you have suppressed any material facts or relevant information required to be disclosed by you, company reserves the right to forthwith terminate your employment without notice and without any obligation to pay any remuneration or other dues to you irrespective of the period that you have been employed by the company.
11. If the above terms and conditions are acceptable to you, please sign the duplicate copy of this letter and return to us.

Thanking you,

For Atria Convergence Technologies Limited



Authorized Signatory

Atria Convergence Technologies Limited

Regional Office: Golden Heights, 59th 'C' Cross, 4th 'M' Block, Rajajinagar, Bangalore- 560 010, Karnataka, Ph: 080-67695555, Fax: 080-67695599
Registered Office : No.1, 2nd & 3rd Floor, Indian Express Building, Queen's Road, Bangalore-560001, Karnataka. Ph: 080-42884288, Fax: 080-42884200

www.actcorp.in CIN: U72900KA2000PLC027290

Annexure 1

Components	In Rupees Per Month	In Rupees per Annum
Basic	15000	180000
House Rent Allowance	6000	72000
Advance Statutory Bonus	3000	36000
Leave Travel Allowance	2500	30000
Special Allowance	5033	60396
Total Gross	31533	378396
PF – Employer Contribution	1800	21600
Total Fixed CTC	33333	400000
Variable Pay	-	100000
Total CTC	33333	500000

*All components are subject to the applicable taxation norms for the Financial Year

Annexure 2

List of Documents required on your date of joining:

- Proof of Date of Birth
- Copy of Educational Certificates
- Copy of PAN Card
- Copy of Address Proof
- Copy of Aadhar Card
- Previous Employments Details (service certificate and relieving letter etc.)
- Last 3 months Payslip
- Passport sized photographs (3 numbers)

Endorsement

I have gone through the letter of offer and have read and understood the terms and mentioned herein. I agree to abide by the same and I further agree to join your organization on _____.

Signature of Candidate:

Date:

160117733023

Infosys[®]

Navigate your next

June 19, 2021

HRD/3T/1001715091/21-22

Mr. Abdul Qavi
2-4-68/M/503
Majestic Residency, Upperpally
Hyderabad-500048
India

Ph: +91-9703145952

Dear Abdul,

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.19 17:19:12 IST
Reason: Digitally Signed
Location: Bangalore

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



024

**Bhanodaya Tilak Gujjula
Hyderabad**

30th July'2019

PERSONAL & CONFIDENTIAL

Dear **Bhanodaya Tilak,**

We are pleased to extend you an offer to join OYO as **Engineer Technology Support, Band 1A.**

This letter will memorialize the terms of your employment by OYO. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law. However, if considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to co-operate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Your employment with the Company may be subject to successful pre and/or post-employment background check.

The terms of your employment are as follows:

Start Date: 1st August'2019 or earlier

1. **PLACE OF WORK:** Your assigned work location is **Hyderabad**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
2. **Leave and Working Hours:** You will be entitled to leave as per company policy and will observe the working hours as may be applicable to your category of employees and location of posting.
3. **Fulfillment Obligation:** Any cash bonuses or other expenses paid prior to normal salary periods are recoverable by the Company for the first 90 days of employment should you terminate your employment without cause.
4. **Confidentiality and Invention Assignment:** Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.
5. **Transfer & Relocation:** You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment, factory or branch of the company or its affiliate, associate or subsidiary companies. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.
6. **Non -Compete:** You agree that during the term of your employment and for further period of 6 calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties (" Restricted Business), other than through the Company.
7. **Non-Solicitation of Customers:** You agree that during the term of your employment and for a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established

Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi 110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



Documents Required

To make the on boarding process smooth. Kindly bring one copy of the below motioned documents on the date of Joining.

1. PAN Card Copy
2. Aadhar Card Copy
3. Permanent Address Proof
4. Current Address Proof
5. Mark sheet and pass certificate/degree of the highest qualification
6. Last company's Offer Letter/Appointment Letter copy (If applicable)
7. Last company's Increment letter copy (If applicable)
8. Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted and you are relieved (If applicable)
9. Last three month's Salary Slip from previous employer (If applicable)
10. Cancelled Cheque Copy (Bank Account Details)
11. 3 photographs

You are requested to inform your HR coordinator well in advance in case you are unable to provide any of the above mentioned documents on joining day. In the absence of any above mentioned documents we will not be able to complete your joining.

Thanks

Team HR @ OYO

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

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

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

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

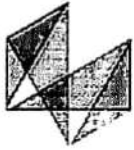
As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

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

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

A handwritten signature in black ink, consisting of a large, stylized 'J' followed by the name 'Dimon' in a cursive script.

160117733028



HEXAGON

Hexagon Capability Centre India Pvt. Ltd.
DivyaSree Trinity Campus, HITEC City, Madhapur,
Hyderabad 500 081, India, T: +91 40 7103 5000,
www.hexagon-cci.com
CIN : U72200TG1987PTC014464

24-Jun-21

Gopikumar Makwana
Flat No 213, Block B, Gayatri Classic,
Nallaganda, Serilingampally,
Hyderabad 500019.

Offer Letter

Dear Gopikumar,

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 Developer**.

We offer you a Salary 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 **24-Jun-21** and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before **7-Jul-21**. Please return the signed duplicate copy of letter as an acknowledgment.

This offer is subject to you producing the Degree Certificate and Statement of Marks within 3 months of your joining. If you expect to face any difficulty on this account, please discuss the same with our HR Department.

You shall be posted at Hyderabad. However, the job may require you to be posted anywhere in India or abroad as per the requirements of the organization from time to time. You will be on Probation for a period of six months from the date of joining.

You will receive a detailed appointment letter on joining us. We welcome you to Hexagon Capability Center India Pvt. Ltd. and look forward to working with you.

With Best Wishes,

For Hexagon Capability Center India Pvt. Ltd.,

A handwritten signature in black ink, appearing to read "Manoj Patloori", written over a horizontal line.

Manoj Patloori
Associate Executive Manager Talent Acquisition

Encl: Details of compensation & employee benefits

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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



160117733030

Hruday Tej

(601723303)

J.P.Morgan

10-Jun-2021

Kanishka Sutrave
H.NO:5-1-66/1, Somwarpet
Opp: Govt. Girls High School
-504106
NIRMAL
Telangana
INDIA

Dear Kanishka Sutrave,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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



Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Mohammed Zubair Ahmed

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Mohammed Zubair Ahmed,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,01,974/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Appointment Letter

Private & Confidential

Name : **Adeel Ahmed Akheel**
Contact : **+91 7995900472**
Date of Joining : **05th July 2021**
Email id : **contact.adeel99@gmail.com**

Dear **Adeel Ahmed Akheel**,

we are pleased to offer you employment in the position of **Salesforce Developer** with Accelerize 360 Pvt. Ltd. (hereinafter referred as "Accelerize 360").

1. Remuneration

a) your salary in terms of fixed compensation effective from your date of joining will be **7,00,000/-** (rupees – Seven Lakhs Rupees *per annum*).

Salary will be paid into your salary account by 5th or 6th of the succeeding month.

2. Salary revision

Your salary and/or structure will be reviewed annually by the company or its compensation committee and any annual increase will be effective as of the date determined appropriate by the company or its compensation committee.

Accelerize 360 operates a pay-for-performance policy and the result of any remuneration review will take your performance into account.

3. Place of work

Your place of posting will be in Hyderabad, however, should a need arises you may be transferred or expected to travel to any of our offices or place of work on behalf of our company. You can join us on **05th July 2021**

4. Working hours

a) The normal working hours are 07:30 PM to 03:30 AM with 60 minutes dinner break; working days are Monday to Friday. Saturdays & Sundays are holidays every month. however due to business exigencies employees may be required to work at different timings which may be prescribed by the manager from time to time.

16012233037

ORACLE

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

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

June 02, 2021

Prithvi M

Dear Prithvi,

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

We offer you a starting compensation at an annual rate of **INR 11,00,000.00** payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

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

Components	Amount (INR) p.a.
A. Basic salary	4,60,189.00
B. Flexible Benefit Plan (FBP) **	5,62,453.00
C. Annual Gross Pay AGP (A+B)	10,22,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross: (C+D+E)	11,00,000.00

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 214357.81** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

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

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

160117733038

Strictly Private and Confidential

Date:16-Mar-2021

**Ram Nithin Reddy Daggula
C9295748**

**H: NO- 1-19/1beside Raghava Steel Syndicate
7981953631**

Dear **Ram Nithin Reddy Daggula,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



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 65% and above or 6.5 CGPA or above, 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.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Version 6.1 Feb 2021

D. Ramnithin
Candidate's Signature

Reference Id: 46695443-7fd3-43c4-8533-d38a47a8d80c_1
Signed By: Mahesh Vasudeo Zurale

160117733042

Sagnik Roy



Friday, April 9, 2021

Sagnik ROY
sagnikr1999@gmail.com

Dear Sagnik,

Following our meeting and verbal offer, we are happy to appoint you as **Software Engineer I** at F5 Networks Innovation Private Limited, Hyderabad (hereinafter referred to as "F5 Networks" or "Company") for the SEZ unit with its office located as follows:

F5 NETWORKS INNOVATION PRIVATE LIMITED
The Skyview – Building 20, 8th Floor (Units 801 to 804)
Sy.No. 83/1, Plot Nos. 22, 23, 24, 31, 32 & 33
Raidurgam, Madhapur,
Hyderabad - 500 081.

This letter sets out the main terms and conditions of your employment with the company.

Selvaganesan BALASUBRAMANIAN will be your Manager. You can accept this offer by signing this letter and the enclosed nondisclosure and assignment agreement and returning them to F5 Networks. This offer will remain open for three business days (not including holidays or weekends) from the date of offer issuance.

Your employment will commence with effect from **Monday, August 2, 2021** or your actual date of joining. In the event you fail to join on or before **Monday, August 2, 2021** this contract shall stand terminated unless extended at the sole discretion of the Company. You must treat the details of this offer with utmost confidentiality.

Duties and Functions

During the term of your employment, you shall perform such duties and responsibilities as are normally associated with your role and such duties assigned to you by the Company from time to time. During your employment with the Company, you will devote your best efforts to the interests of Company, will not engage in other employment or in any conduct in direct conflict with Company's interests that would cause a material and substantial disruption to Company and will otherwise abide by all of Company's policies and procedures.

Probation

You shall be on probation for an initial period of six (06) months (the "Probation Period"). The Probation Period may be extended by the Company at its discretion based on your performance. At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard. At the expiry of the Probation Period, your employment is deemed confirmed unless notified otherwise.

**ISOWHIZ INDIA PRIVATE LTD**

Level 1, SPACES & MORE BUSINESS PARK #3
HITEC City – Gachibowli Road,
Landmark - Near EURO School ,
Gachibowli, Hyderabad - 500032, India
Tel: +91 40 6588 0100 / 2988 0100
www.isowhiz.com

August 16, 2021

Mr. Sai Rohith Raj Kalal
H. No: 7-33/7, Srinivas Colony
Mahabub Nagar (D), Telangana.
PIN: 509001

16017233043

Letter of Offer

Dear Sai Rohith,

With reference to your interview with us, we are pleased to extend you an offer to join **isoWhiz India Private Limited**. We have a great deal of challenging work ahead and we recognized your ability to contribute to our endeavors.

Following are the terms and conditions of the offer: -

1. You shall be designated as "**Software Engineer - Trainee**" of the company.
2. You shall be based at our Hyderabad facility and if required you, may be asked to provide services to any of its associated companies within or outside India. Whilst you are located abroad, the terms applicable will be intimated to you at the relevant point of time.
3. Your employment is subject to:
 - a. Accuracy of your testimonials and information provided by you.
 - b. Positive reference check of the antecedents provided by you.
4. Your total emoluments will be **Rs. 2, 00, 400** per annum. (Includes Health Insurance)
5. We follow calendar year i.e. January to December for performance assessment. All employees joining prior to October 01st are eligible for salary revision on a prorata basis w.e.f. from April 01st of the following year.
6. The Management reserves the right to change the different components/allowances in the total emoluments package, at its own discretion, at any point of time in future.
7. You will be on probation for a period of six months from the first of the calendar month following the date of your joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended, at the discretion of the Company. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed of the same in writing.
8. Your services are terminable with two months' notice on either side. The Company may, at its discretion, choose to terminate your services with two month's Basic Salary in lieu of notice period.



/60112233 042

Offer: Computer Consultancy
Ref: TCSL/CT20213802067/Lucknow
Date: 03/02/2022

Mr. Sai Rohith Kalal
10-7-33/7 , Srinivasacolony, Mahbubnagar,
Geetham School,
Mahabubnagar-509001,
Telangana.
Tel# 91-8328519344

Dear Sai Rohith Kalal,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/CT20213802067

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gombi Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

ORACLE®

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

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

Reference ID: 103952

31 May 2021

Sathwick Yalla

Dear Sathwick,

We are pleased to offer you employment in the position of Applications Developer 1 with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of INR 1,100,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

The break-up of Total Gross compensation is given below:

Components	Amount (INR) p.a
A. Basic salary	460,189.00
B. Flexible Benefit Plan (FBP) **	562,453.00
C. Annual Gross Pay AGP (A+B)	1,022,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross (C+D+E)	1,100,000.00

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

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

RELOCATION ASSISTANCE

If you accept your employment offer, Oracle has agreed to make a contribution of INR 214,357.81 toward relocation costs under the JAPAC Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to

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JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

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

J.P.Morgan

10-Jun-2021

Shreeyesh Subbagari
Flat#504, Keerthi Kuteer, 3-6-222, Street#16, Himayathnagar
-500029
HYDERABAD
Telangana
INDIA

Dear Shreeyesh Subbagari,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

Sri Sai D.
160117733079

FACTSET > SEE THE ADVANTAGE

9/06/2021

Sri Sai Dyavanapally

H.No: 10-3-3/16, Flat No: 102, Sai Shanti Nivas Apartment,

East Marredpally, Secunderabad, PIN: 500026

Offer of Employment

Dear Sri Sai

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Software Engineer I** with effect from **14 June, 2021**. You will be based in our **India, Hyderabad, DVS, SEZ-3 - Orion B4,5; FL 8,10 (Hyderabad - Divyasree 2)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **INR 8,91,029** and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

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.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 2 working days of receipt of this letter, after which period this offer shall lapse automatically.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" to its left.

J.P.Morgan

05-Jan-2021

Sri Sai Sravan Mudumba
F.No: S-4, Sai Dhamam Residency,III-BLOCK
Sai Colony, Beeramguda, R.C.Puram
-502032
HYDERABAD
Telangana
INDIA

Dear Sri Sai Sravan,

Your Internship by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 08-Jan-2021.

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

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

16011722033052

J.P.Morgan

11-Jun-2021

Parsi Srijay
Sanjeev Nagar Colony 15/1149-9-2 opp Vidyarthi School RoadNo.5
Tadipatri
-515411
ANANTAPUR
Andhra Pradesh
INDIA

Dear Parsi Srijay,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

160112233053



OFFER CUM APPOINTMENT LETTER

Srinath Brahmeshwarkar
flat 202 Srinivasam Apartment , maruthi nagar
Nizamabad
503002
IN

Dear Srinath,

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 **Software Development Engineer** 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 **09-Aug-2021**.

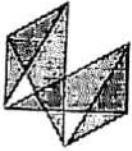
2. Duties

- 2.1 You will be employed in the position of **Software Development Engineer**. 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.

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



HEXAGON

160117733057

Hexagon Capability Centre India Pvt. Ltd.
DivyaSree Trinity Campus, HITEC City, Madhapur,
Hyderabad 500 081, India, T: +91 40 7103 5000,
www.hexagon-cci.com
CIN : U72200TG1987PTC014464

24-Jun-21

Runval Srinivas Pavan Singh
H No: 1-9-312/a/2, Krishna Villa,
Achita Reddy Marg, Vidya Nagar,
Hyderabad - 500044

Offer Letter

Dear Pavan,

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 Developer.

We offer you a Salary 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 24-Jun-21 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 7-Jul-21. Please return the signed duplicate copy of letter as an acknowledgment.

This offer is subject to you producing the Degree Certificate and Statement of Marks within 3 months of your joining. If you expect to face any difficulty on this account, please discuss the same with our HR Department.

You shall be posted at Hyderabad. However, the job may require you to be posted anywhere in India or abroad as per the requirements of the organization from time to time. You will be on Probation for a period of six months from the date of joining.

You will receive a detailed appointment letter on joining us. We welcome you to Hexagon Capability Center India Pvt. Ltd. and look forward to working with you.

With Best Wishes,

For Hexagon Capability Center India Pvt. Ltd.,

Manoj Patloori
Associate Executive Manager Talent Acquisition

Encl: Details of compensation & employee benefits



17-5119
16017733055

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

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

Reference ID: 104005

03 June 2021

Sriram Karthikeya V

Dear Sriram Karthikeya,

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

We offer you a starting compensation at an annual rate of INR 1,100,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

The break-up of Total Gross compensation is given below:

Components	Amount (INR) p.a
A. Basic salary	460,189.00
B. Flexible Benefit Plan (FBP) **	562,453.00
C. Annual Gross Pay AGP (A+B)	1,022,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross (C+D+E)	1,100,000.00

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

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

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest.

In addition to these terms and conditions stated in the above documents, there are other company



20970
113

Name : Singapanga Tejavamshi
Roll-no - 160117733056
Phone-no - 7093145297

August 8th, 2021

Singapanga Tejavamshi
Plot No. 117, Subramanya Nagar,
Hayath Nagar,
Hyderabad - 501505

Dear Tejavamshi,

On behalf of KORE.AI SOFTWARE INDIA PRIVATE LIMITED (the "Company"), I am pleased to extend to you an offer of employment for the position of **Associate Engineer, Grade-A1**. Your annual compensation (CTC) will be **Rs.5,50,000/- (Rupees Five Lakhs Fifty Thousand only)**.

We look forward to you, joining us on or before **August 9th, 2021**.

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment you are required to complete and properly execute the

- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employment Agreement attached hereto as Annexure-B;
- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

This employment offer is subject to verification of the particulars mentioned in your application. In case, these particulars are found to be false, your services would be liable to termination without any reason or notice at any time.

This offer of employment is assignable to other organizations or legal entities. In the event of such a decision by the management, your employment will transfer to the new organization, with existing terms and conditions.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 7 days.

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

DocuSigned by:
Sarada Sruti Kandamur
5B9173C0B01246A...

Sarada Sruti Kandamur
Senior Director – HR & Recruitment



160117733057

22-Mar-2021

Dear Varun Sundaram,
B.Tech/B.E., Computer Science & Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15087885

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Date:22-Jun-2021

To

Yerrolla Vinay Kumar Yerrolla Vinay
INDIA

Dear Yerrolla Vinay Kumar Yerrolla Vinay,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Vinay Kumar Yerrolla

Vinay Kumar Yerrolla (Join 23, 2021 14:46 GMT+5.5)

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

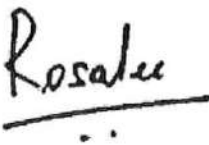
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited



Rosalee M Kombial
Vice President-People Function


Vinay Kumar Verrolla (Jun 23, 2021 13:46 GMT+5.5)

Model N

19-Jan-21

Buddarapu Vineeth Sharma
Devi medical stores, Main road, chennur,
Dist Mancherla, Telangana Pin: 504201

Letter of Offer

Dear Buddarapu Vineeth Sharma,

We are pleased to extend offer to you for the position of "Associate Member Technical Staff" with Model N India Software Private Ltd to join us on 01-Jul-21. You will be offered a CTC of Rs. 7,28,000 per annum including 5% bonus and additional benefits added in as per the below stack up. You will get the detailed appointment letter of the terms of the offer discussed with you on the date of your joining. Please let me know if you can wind up your prior commitments and join us by that date.

Please find below the components of your salary break-up:

Components	INR Per Annum
Basic salary (A)	3,50,000
HRA (B)	2,10,000
Employee Provident Fund and family pension fund (Company contribution) @12% on basic* (C)	42,000
Flexible components (Listed Below) (D)	98,000
Variable Compensation @ Target (5 % of Fixed Salary, A+B) (E) (Based on Company & Individual Performance)	28,000
Cost To Company (CTC)	7,28,000
RSU	USD 4000

All Payments shall be made net of applicable taxes including Income tax, Professions tax etc.

RSUs and ESPP

Model N management will recommend to the Compensation Committee of our Board of Directors that you be granted Restricted Stock Units (RSUs) with a value of USD 4000. The number of shares will be determined based on the average closing price of the month of hire. RSUs vest over a four-year period with 25% vesting on the first annual anniversary of the 15th day of the second month of the quarter of your start date and 6.25% vesting quarterly thereafter. In addition, as an employee of Model N, you will be eligible to participate in our Employee Stock Purchase Program (ESPP). The ESPP offers employees the opportunity to purchase Model N stock at a 15% discount using post-tax payroll deductions. Enrollment into the program occurs twice a year in February and August.

Model N India Software Pvt. Ltd.
Block-3, Office-1, 8th Floor, DLF Cyber City
Plot No. 129-132, APHB Colony, Gachibowli
Hyderabad, A.P. 500019, India
Phone: +91 40 454-65555

www.modeln.com

Model N Inc.
777 Mariners Island Blvd.,
Suite 300, San Mateo, CA 94404
Phone: (650) 610-4600
Fax: (650) 610-4699

16011773306)



Date: October 15, 2020
Ref: LTI/HR/Campus/2021
Name: Abhay Singh Baloria
College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Abhay Singh Baloria,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.5,01,974/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance. During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

- 1. Increments and Promotions**
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.
- 2. Overseas Deputation/International Assignment**
It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
- 3. Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/19/2021

Ms. P Apoorva
Flat No 4A, Macherla Apartments
Uma Nagar Street No 6, Kundanbhagh,
Hyderabad - 500016

Subject: Offer of Employment

Dear P Apoorva:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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

160117733063

Offer Letter

Date:

Name: Harshini Borugadda
Email: ugs17063_cse.harshini@cbit.org.in
Ph No: 9381322967

Dear Harshini Borugadda

Further to your application and interview with **Revature**, we accept your application as Trainee in our Organization.

Given hereunder are the terms & conditions of service applicable to you, if you choose to accept this offer. Please convey your acceptance by counter-signing the duplicate of this letter at the spaces indicated and return the same to us.

Training Period: Your training is scheduled to start Jul 12, 2021 for a period of three (3) months. During this period, you will receive a stipend of Rs.5,000/- (Rupees Five Thousand Only) per month. Revature expends considerable amount of money for this training. Upon successful completion of your 12-week training and client assessment, at the sole discretion of client and Revature and in accordance with the terms in Training Agreement, you will be offered an employment as "**Software Engineer**" by the Client with the CTC of **INR 5 LPA**.

Signing of Training Agreement & Training NDA is mandatory along with this.

Yours Sincerely,
For Revature Consultancy Services Private limited

Authorized Signatory

I, _____ herein, accept and agree to the above terms and conditions.

July 21 Ver 2.0

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OFFER CUM APPOINTMENT LETTER

Indu Bogala
H.NO.12-13-328 , SAI SADAN APTS-402, Street number 10,tarnaka
Hyderabad
500017
IN

Dear Indu,

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 **Software Development Engineer 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**.

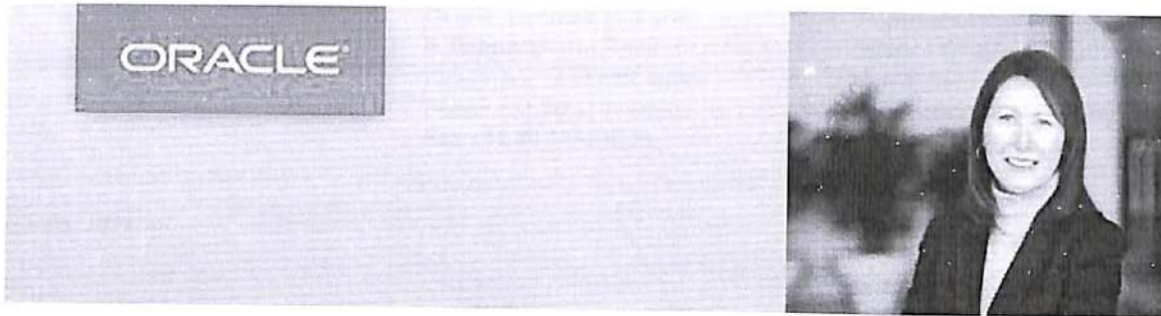
Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **09-Aug-2021**.

2. Duties

2.1 You will be employed in the position of **Software Development Engineer**. 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.



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

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

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

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

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

Joyce Westerdahl

Executive Vice President of Human Resources, Oracle

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

Integrated Cloud
Applications & Platform Services

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Maanasa Gupta Thatilconda

CSE 2017-2021

9500716125



Date: October 15, 2020
Ref: LTI/HR/Campus/2021
Name: Y Madhavi Devi
College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Y Madhavi Devi,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,01,974/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115 (Part),
Waverock Building, TSIC IT / ITES SEZ,
Nanakramguda Village, Serlingampally Mandal,
Hyderabad-500008 Telangana, India
Tel : 91-40-43621000

Date: December 18, 2020

Private & Confidential

Devalla Nandini Priya
CBIT

Dear Devalla Nandini Priya

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

1. **Position: Software Engineer Associate, Grade 16**
2. **Location: Hyderabad**
3. **Start Date: June 28,2021 (Tentative)**
4. **Compensation Kindly refer Annexure "A" for your compensation components**

Bonus Based on your position as Software Engineer Associate, you will participate in the Professional Cash Incentive Award Plan (ProCAP). ProCAP is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives. Final bonus amounts may be adjusted by managers based on individual perform. Provided you begin your employment prior to November 1, 2021, you are eligible to participate in the program for fiscal 2021 (February 2021– January 2022). Under the current program, your annual target bonus will be 8 % of your base salary. Depending on results, your actual bonus, if any, may be higher or lower and can reach a maximum of 16%. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2021 are scheduled for payment in March 2022 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding

Benefits: Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.

Termination Notice. Your employment can be terminated by 2 (Two) months' notice or payment in lieu on either side. We reserve the right to terminate your employment without notice or payment in lieu for any breach of the Company's regulations or misconduct by you, and only your salary accrued (if any) will be paid Confidential. In case this termination voluntarily/ involuntarily (through Code of Business Conduct) is within 1 year from the date of joining, all expenses incurred by the employer will be recovered through employee's full and final settlement. This includes both- arrangement costs directly borne by the employer or the expense claimed by employee.

Code of Conduct. As part of your employment, you will be given a copy of our code of conduct. It outlines many of the details that pertain to standard of business behaviors that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of code of conduct as an acknowledgement of having read the same.

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" to the left.

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JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie". The signature is stylized, with a large, sweeping initial letter that forms a triangle.

16011773071



COLRUYT GROUP | Colruyt IT Consultancy
India Pvt. Ltd.
CIN:U72300TG2007PTC053130

LETTER OF OFFER

Offer Date: **June 23, 2021**

Rishika Reddy Patlolla
H.No.5-340, Brindhavan White House,
Road no.5, Deepthisree Nagar, Miyapur,
Telangana. Hyderabad. Pin - 500049.

Dear Rishika Reddy Patlolla,

Pursuant to our recent discussions regarding employment opportunities at Colruyt IT Consultancy India Pvt. Ltd ("Colruyt" or "the Company") it is my pleasure to offer you the position of **Trainee Software Engineer** at our organization, based in Hyderabad.

As you are yet to obtain your final degree certification (BE / B.Tech), this is a conditional offer of employment with the Company and the final employment contract will be subject to your clearing the degree examination and producing the degree certificate to the Company on or before **December 31, 2021**.

Your Salary (**Total Cost to the Company**) would be as per **Annexure-A**. In addition to this, you will also be entitled to additional benefits as are generally accorded to the employees of Colruyt IT Consultancy India Pvt Ltd., as per the Company policy. The salary review will be on a yearly basis as per the Company policy. Detailed employment contract will be issued to you at the time of your joining the Company on **July 15, 2021**.

In this position, you will be reporting to the designated **Delivery Head** of Colruyt and you will be under probation period for the period of six-months. The probation period is extendable at the sole discretion of the Company. You may have to work on shifts, weekends and on public holidays on need basis as per the requirement and you will compensated appropriately as per the applicable Company policy.

You are requested to present to the HR department on the first day of joining the Company, a copy of the following documents along with the originals for verification:

1. Copies of educational certificates, starting from school leaving certificate.
2. Relieving letter and service certificate from the last employer (If employed previously)
3. Latest pay slip (If employed previously)
4. Copy of Passport.
5. Four Passport size photographs
6. Copy of PAN (Permanent Account Number)
7. Form 16 (If you are previously employed and TDS is deducted)

Please send us your written notification of acceptance of this offer, over mail within two business days i.e. before **June 25, 2021** else, the offer shall stand withdrawn automatically.

This offer shall be liable for cancellation if the information given by you at the time of interview or in your application for the job, is found to be incorrect.

Please feel free to contact me in the interim if you have any questions.

We look forward to having you on board and being part of the Colruyt team for a long and mutually beneficial association.

Yours sincerely,

Akram Mohammad
Deputy Head - Human Resources
Colruyt IT Consultancy India Private Limited



Date: October 15, 2020
Ref: LTI/HR/Campus/2021
Name: Jummala Roshini
College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Jummala Roshini,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,01,974/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

- 1. Increments and Promotions**
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.
- 2. Overseas Deputation/International Assignment**
It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
- 3. Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



OFFER CUM APPOINTMENT LETTER

Sahaja Samudrala

Nalgonda Tg
508248
IN

Dear Sahaja,

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 **Software Development Engineer 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 **09-Aug-2021.**

2. Duties

- 2.1 You will be employed in the position of **Software Development Engineer.** 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.

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

160117733074



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/17/2021

Ms. Samhitha Kamma Chavala
#2005 Manjeera Trinity Homes
Opp Jntu, 3Rd Phase Kphb,
Hyderabad - 500085

Subject: Offer of Employment

Dear Samhitha Kamma Chavala:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:25-May-2021

**Snehitha Nayaka
C9546086**

**Plot No:40, Saraswathi Nagar, Bairamalguda, Hyderabad.
9110701419**

Dear Snehitha Nayaka,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



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 65% and above or 6.5 CGPA or above, 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.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.


Candidate's Signature

16012233026



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/17/2021

Ms. Bommu Sowmya
Flat #6, Gayathri Apartments
Santosh Nagar Colony, Mehdipatnam,
Hyderabad - 500028

Subject: Offer of Employment

Dear Bommu Sowmya:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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



160117733078

Fair Isaac India Software Pvt. Ltd
CIN U72200KA2003PTC032938
Registered Office:
Titanium Building
135 Airport Road
Kodihalli, Bangalore 560 017, India
T 91 80 4137 1700
F 91 80 4137 1701
Email: investor@fico.com
www.fico.com

PRIVATE AND CONFIDENTIAL

June 17, 2021

Sravya Gudipelly
Bangalore

Dear Sravya,

YOUR EMPLOYMENT WITH THE COMPANY

This Offer Letter reflects an offer of employment as a member of the professional staff of Fair Isaac India Software Private Limited (the "Company"). The details of this offer and the terms of your proposed employment are contained in this Offer Letter.

1. COMMENCEMENT OF EMPLOYMENT

Your employment will be effective on a date mutually agreed upon following your acceptance of this Offer Letter. As of the date of this Offer Letter, the Company is proposing a hire effective date of July 1, 2021. Your employment is contingent on the results of a background check which may include a criminal record check and reference checks, and may include a review of education, work, and medical history. You must complete a consent form for the background check. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination under Section 11 of this Offer Letter.

2. JOB TITLE

Your job title will be Software Engineering - Associate.

3. DUTIES AND RESPONSIBILITIES

You shall serve as Software Engineering-Associate of the Company and shall have the responsibilities, duties and authority commensurate with such position, and such additional responsibilities, duties and authority as may from time to time be reasonably assigned to you by the Company.

You shall devote your full working time, attention and efforts to the business and affairs of the Company. The Company may require you to undertake the duties of another position, either in addition to or instead of the originally assigned duties, it being understood that you will be required to perform duties that may not reasonably be within your current capabilities.

The Company may require you (as part of your duties of employment) to perform duties or services not only for the Company but also for any other entity within the FICO Group, where such duties or service are of a similar status to or consistent with your position with the Company.

US.114798609.02

Last Revised 12/13/2017

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115 (Part),
Waverock Building, TSIC IT / ITES SEZ,
Nanakramguda Village, Serlingampally Mandal,
Hyderabad-500008 Telangana, India
Tel : 91-40-43621000

Date: December 18, 2020

Private & Confidential

Sri Swathi Nimmagadda
CBIT

Dear Sri Swathi Nimmagadda

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

1. **Position: Software Engineer Associate, Grade 16**
2. **Location: Hyderabad**
3. **Start Date: June 28, 2021 (Tentative)**
4. **Compensation Kindly refer Annexure "A" for your compensation components**

Bonus Based on your position as Software Engineer Associate, you will participate in the Professional Cash Incentive Award Plan (ProCAP). ProCAP is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives. Final bonus amounts may be adjusted by managers based on individual perform. Provided you begin your employment prior to November 1, 2021, you are eligible to participate in the program for fiscal 2021 (February 2021– January 2022). Under the current program, your annual target bonus will be 8 % of your base salary. Depending on results, your actual bonus, if any, may be higher or lower and can reach a maximum of 16%. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2021 are scheduled for payment in March 2022 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding

Benefits: Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.

Termination Notice. Your employment can be terminated by 2 (Two) months' notice or payment in lieu on either side. We reserve the right to terminate your employment without notice or payment in lieu for any breach of the Company's regulations or misconduct by you, and only your salary accrued (if any) will be paid Confidential. In case this termination voluntarily/ involuntarily (through Code of Business Conduct) is within 1 year from the date of joining, all expenses incurred by the employer will be recovered through employee's full and final settlement. This includes both- arrangement costs directly borne by the employer or the expense claimed by employee.

Code of Conduct. As part of your employment, you will be given a copy of our code of conduct. It outlines many of the details that pertain to standard of business behaviors that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of code of conduct as an acknowledgement of having read the same.

1601177-33082



Date: October 15, 2020
Ref: LTI/HR/Campus/2021
Name: Supriya Pakala
College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Supriya Pakala,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,01,974/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

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Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Infosys®

Navigate your next

June 30, 2021

HRD/3T/1001720776/21-22

Ms. Vaishnavi Kubeer
H.No:6-2-76/102, Anvitha Residency,
Subhashnagar,
Nizamabad-503002
India

16011733083

Ph: +91-7729910080

Dear Vaishnavi,

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.30 11:57:45 IST
Reason: Digitally Signed
Location: Bangalore

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

16017233084

J.P.Morgan

10-Jun-2021

Abhilash Devinuri
HNo:15-50/B,RTC COLONY,SANGAREDDY,TELANGANA
-502001
SANGAREDDY
Telangana
INDIA

Dear Abhilash Devinuri,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

160117133087

K. Anudeep

C-2

Deloitte

Deloitte Tax Services India Private Limited

Opposite Meenakshi Tech Park, 10th Floor,
Survey No. 41, Gachibowli Village,
Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

01/29/2021

Mr. Kandula Anudeep
35-6-508, Vivek Nagar Colony
Gopalpuram, Vidyananyapuri,
Hanamkonda - 506009

Subject: Offer of Employment

Dear Kandula Anudeep:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst - Tax** 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 **July 19, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **July 19, 2021**. 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

INTOSYS

Navigate your next

June 23, 2021

HRD/3T/1002026111/21-22

Mr. Koushik Patnam
D No 5-145-28B, Behind Ayappa temple,
S Nalyam street
Kadiri-515591
India

(60117733094

Ph: +91-8309754756

Dear Koushik,

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.23 19:06:41 IST
Reason: Digitally Signed
Location: Bangalore

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



August 8th, 2021

Ragam Khushwant
2-2-39/40, Gandhich
Khammam Town,
Andhra Pradesh - 507

Dear Khushwanth,

On behalf of KORE.AI SOFTWARE INDIA PRIVATE LIMITED (the "Company"), I am pleased to extend to you an offer of employment for the position of **Associate Engineer, Grade-A1**. Your annual compensation (CTC) is **Rs.5,50,000/- (Rupees Five Lakhs Fifty Thousand only)**.

We look forward to your joining us on or before **August 9th, 2021**.

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment, you are required to complete and properly execute the

- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employment Agreement attached hereto as Annexure-B.
- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

This employment offer is subject to verification of the particulars mentioned in your application. In case, these particulars are found to be false, your services would be liable to termination without any reason or notice at the discretion of the Company.

This offer of employment is non-transferable and non-assignable to other organizations or legal entities. In the event of such a change, your employment will transfer to the new organization, with existing terms and conditions.

We sincerely hope you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your proposed starting date. This offer will remain open and valid for a period of 7 days.

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

DocuSigned by:
Sarada Sruti K
5B9173C0B01246A...

Sarada Sruti Kanugula
Senior Director – Recruitment

160117733095

CSE-2

Model N

19-Jul-21

Mirza Akber Namazi
House Number: 22-2-297/298,
near Muskan Children's Clinic,
Noor Khan Bazar, Balshettykheth,
Hyderabad. 500024.

Letter of Appointment

Dear Mirza Akber Namazi,

We are pleased to confirm your offer of employment with Model N India Software Private Limited. (hereinafter "Model N India" / "the Company" in short) subject to your acceptance of the following terms and conditions of service:

APPOINTMENT

You are being appointed at the position of "Associate Member Technical Staff" reporting to "Director, Product Development", Model N India effective from 19-Jul-21 at the Company's office in Hyderabad, Telangana. However, you may be called upon to undertake tours and/or other assignments in connection with the company's business at any office of the company or company's customers world-wide. While on such tours, you will be eligible for traveling expenses and other allowances according to the rules as per our prevailing Travel Policy. The employment is subjected to successfully graduating with the Engineering Degree, from your respective college and / or University in July 2021. In case of non-completion of the course, the company reserves the rights to terminate employment with immediate effect.

PROBATION

You will serve a probationary period of six (6) months commencing from your date of joining. The probation period may be shortened or extended at the discretion of management. Subject to your satisfactory work performance, you shall be automatically confirmed of your appointment.

REMUNERATION AND TAXATION

Your salary will be at INR 7,00,000 per annum. You will be eligible for such variable compensation as may be applicable to you from time to time as per the Company rules and regulations. Your full compensation package is summarized in Annexure "A" of this letter. The remuneration shall be reviewed from time to time at the discretion of the Company.

You shall be solely responsible for the payment of all Government and/or other taxes and dues on your salary, allowances and earnings and Management shall be entitled to deduct the same.

CONFIDENTIALITY AND FIDELITY

In addition to these presents and Company policies and rules provided in the Employee Handbook, you are required to sign a separate Confidentiality Information and Invention Assignment Agreement as a condition of employment. You hereby agree to be bound by its provisions, including but not limited to provisions governing:

1. Use of Company information
2. Use of third party information
3. Non-competition
4. Prior obligations
5. Inventions retained and licensed
6. Inventions assigned
7. Maintenance of records
8. Intellectual property rights
9. Return of company property and documents
10. Solicitation

TERMINATION

You may terminate this employment by giving at least **Two (2) month's** prior notice in writing or payment in lieu of the said notice. Similarly, the Company shall have the right to terminate your employment with the Company at any time, with or without cause, by giving **Two (2) month's** prior notice in writing or payment in lieu of the said notice. For the purposes of payment in lieu of notice, Cost to Company shall be considered. The payment in lieu of Two (2) months' notice in either of the case is subject to management discretion.

You will automatically retire from the services of the company on attaining the age of superannuating (Age of 58 years).

If there is any breach on your part of the terms and conditions herein or if you fail to perform any of the obligations outlined herein, your services could be terminated forthwith without any notice notwithstanding any other terms and conditions herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

Model N India Software Pvt. Ltd.
Unit No. 1001, 10th Floor, Building No. 12D,
Sundew Properties Limited IT/ITES SEZ,
MINDSPACE, Madhapur, Hyderabad-500081
Phone: +91 40 45465555

www.modeln.com

Model N Inc.
777 Mariners Island Blvd.,
Suite 300, San Mateo, CA 94404
Phone: (650) 610-4600
Fax: (650) 610-4699



98
Admissions
Cranfield University
Cranfield
MK43 0AL
E: studysom@cranfield.ac.uk
T: +44 (0)1234 758081
www.cranfield.ac.uk

13 May 2021

Dear Navneeth Naik Rathod

Conditional Offer of study at Cranfield University

Applicant Reference: 359645

I am delighted to offer you a place on the **MSc in Strategic Marketing**. This award is part of one of the University's postgraduate programmes in engineering and science, and/or management.

Course Information	
Intended Award	Master of Science - MSc
Location of study	Cranfield, UK
Period of study	27 September 2021 - 09 September 2022
Offer response deadline	30 June 2021
Study type	Full-time
ATAS required	No
CAH3 code	CAH17-01-03 (Marketing)

Fees and Funding	
Tuition fee	£24,500.00
Deposit required	<p>In order to secure your place you are required to pay a deposit of £1,000.00 by 30 June 2021. The deposit will be deducted from the cost of the tuition fee and is usually non-refundable.</p> <p>If you are sponsored by your government or company, or have been awarded a scholarship covering the full cost of the tuition fee, we will waive the deposit requirement when you provide a letter confirming your sponsorship/scholarship.</p>

This offer is subject to the following conditions being met:

Offer conditions

Original language and authenticated translations should be provided for documents that are not in English.

Degree/award requirement

You must successfully complete your Bachelor of Engineering and provide evidence of your qualification.

English Language

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, consisting of a stylized 'J' followed by the name 'Jamie'.



Development Centre
India

160117733100

OFFER CUM APPOINTMENT LETTER

Rahul S
Jpn rd
Warangal
506002
IN

Dear Rahul,

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, 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 **DevOps Engineer at Hyderabad, India.**



Date: May 31, 2021

Ref: LTI/HR/Campus/EN7/2021

Name: Naveen Vamshi

College: CBIT

OFFER OF EMPLOYMENT

Dear Naveen Vamshi,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee** .

During the initial training period of 12 months, your CTC including all benefits will be **Rs.8,02,629 /-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

160117733102

April 20, 2021

Nihal Reddy Vatti
505 Blossom Apartments, Indira Nagar
Gachibowli, Hyderabad- 500032
India

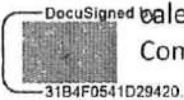
Dear **Nihal Reddy**,

Employment Offer Letter

It is my pleasure to offer you the position of **Associate Software Engineer** with ServiceNow Software Development India Private Limited (the "**Company**"), on the terms set out in the enclosed contract of employment (the "**Employment Contract**"). Everything we do at ServiceNow is about unlocking potential - in workplaces around the world and also within our organization. We create an environment that enables our people to do their best work. Our culture and benefits encourage employees to stay healthy, happy, engaged and growing. We keep our people at the center of everything we do. We look forward to welcoming you into our diverse, creative, fast-growing team that is changing how the world works.

The full terms of your employment offer are set out in the Employment Contract. However, a summary of some of the key terms is as follows:

- Your start date has been scheduled for **June 14, 2021**
- Your place of work will be the Company's offices located at Floor 17, Parcel 2, Plot-2, Phase-2, Survey 83/1, Argus Salarpuria Knowledge City, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India.
- Your gross base salary (total fixed compensation) will be **INR 1,100,000 per annum**. The break-up for your base salary is provided in the Annexure to this Offer Letter.
- You will be eligible to participate in the Company's Corporate Bonus Plan (the "**Bonus Plan**") and your annual incentive bonus target (which is payable in accordance with the terms of the Bonus Plan) will be **INR 110,000**, which is **10%** of your base salary.
- You will be eligible for 15 days' annual leave. Your annual leave will accrue rateably from your date of hire. Any leave requires approval by your manager. The maximum period of leave that may be taken at one time is 2 weeks. In addition to annual leave, you will be entitled to the paid national and festival holidays as declared by the Company.
- Additionally, you will be eligible to earn a one-time sign-on bonus of **INR 300,000 (gross)** (the "**Sign-On Bonus**") subject to all applicable taxes and withholdings, provided that you complete one (1) year of employment with the Company. The Company will advance the Sign-On Bonus to you within two (2) regular payroll periods following the completion of thirty (30) days of employment. The Sign-On Bonus is being advanced to you by the Company and is not earned until you have completed one (1) year of employment with the Company. You understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct prior to the completion of one (1) year of employment, you will be required to reimburse the Company the total gross amount of the Sign-On Bonus advanced to you. In the event the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the



1601172933 103

TECNICS

Technics Integration Technologies Private Limited
Plot No. 109, Sector 1, HUDA Techno Enclave, Madhapur, HITEC City, Hyderabad 500081
info@technics.com | www.technics.com

Date: October 7, 2020

Mr. Gidda Pavan Gopi Praneeth,
Hyderabad.

OFFER LETTER

Dear Gidda Pavan Gopi Praneeth,

With reference to the interview and subsequent discussions you had with us, we are pleased to offer you the position of **Software Engineer** in our organization on the following terms and conditions:

- You will be paid a total compensation of Rs. 9,05,000 (Rupees Nine Lakhs Five Thousand Per Annum only) on cost-to-company basis
- You are requested to join with us on or before **January 1, 2021** at Hyderabad office.
- A **detailed appointment letter** with the **break-up of salary** will be issued to you at the time of your joining the company.
- You would need to travel as per business requirement if required.
- You would need to submit the following documents on the day of joining.
 1. Photo copies of educational certificates and mark sheets of the degrees obtained
 2. 3 Photo copies of PAN card
 3. 3 Passport / Voter ID / Aadhar Card photo copies
 4. 6 latest Photographs
 5. Salary certificate / Latest 3 months Pay slip and Form 16 or Form 26AS
 6. Relieving and Experience letters of present and previous companies

Note: Please revert with the confirmation of date of joining within 24 hours otherwise your offer will be cancelled automatically. This offer is valid subject to reference checks.

(PTO)

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:17-Feb-2021

Pragnesh Bagary
C9200185

Flat no 203, Ramachandra Residency, gayatrinagar, Jillelguda
7680039378

Dear **Pragnesh Bagary**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



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 65% and above or 6.5 CGPA or above, 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-Onboard 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"). This program further enhances and further details the training opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent. The training module for the program will be made available to you at least 3 months before onboarding to give you a reasonable time to learn at your pace and comfort and prepare for the ensuing assessments.



Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Gollapalli Preetham Reddy

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Gollapalli Preetham Reddy,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,01,974/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Gollapalli Preetham Reddy		Date : October 15, 2020
Salary Grade : GET(II)-New		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		20,467
A. Base Salary (PA)	425,602	35,466
Annual Incentive	40,000	
B. Total Variable (PA)	40,000	
C. Total Target Cash (A+B)	465,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	6,108	
D. Retirals & Other Benefits	36,372	
Cost to Company (CTC) C+D	501,974	

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JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, consisting of a stylized 'J' followed by the name 'Dimon'.

J.P.Morgan

10-Jun-2021

Sai Ashish Reddy Patlolla
H No:24-66/1A, opp ramalayam main gate,road no:1/B
kakatiya nagar,ramachandrapuram
-502032
HYDERABAD
Telangana
INDIA

Dear Sai Ashish Reddy Patlolla,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2021, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Aug-2021. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR12,00,000 per annum and comprises the following components:

Rupees p.a.		
i)	Basic Salary	3,60,000
ii)	Housing Allowance	1,80,000
iii)	Special Allowance	5,76,800
iv)	Leave Travel Allowance	40,000
v)	Comp. contribution to Provident Fund	43,200
A.	Total Fixed Pay	12,00,000

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR1,00,000, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P.

JPMORGAN CHASE & Co.

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Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" that loops around the name.

J.P.Morgan

05-Jan-2021

Modini Sai Sankeerth
Hyderabad
New santosh nagar ,saidabad
-500059
HYDERABAD
Telangana
INDIA

Dear Modini,

Your Internship by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 08-Jan-2021.

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

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

Appendix A – PERSONAL INTERNSHIP TERMS AND CONDITIONS

A1. Title/Category

You will join us as an intern in the Software Engineer Program at JPMorgan Chase & Co., and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

A2. Internship Commencement Date

Your internship shall begin on 15-Feb-2021 ("Start Date") and shall continue, subject to the remaining terms of this agreement, until it terminates on 11-Jun-2021 ("End Date") without the need for notice, unless previously terminated by either party pursuant to paragraph 4 of Appendix B.

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

A3. Working Hours

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

A4. Stipend

Your stipend will be INR50,000/- per month.

A5. Probationary Period

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

A6. Leave Entitlement

A6.1 Annual Leave

You are entitled to 20 working days of annual leave with full pay in every calendar year, pro-rated according to the duration of your employment in accordance with the Company's Human Resources Policies and applicable law. If you work part-time hours, your annual leave entitlement will be pro-rated to reflect your part-time hours worked.

A6.2 Other Leave

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

A7. Benefits

You will not be entitled to join the Company's benefits programs, given the short length of

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Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/20/2021

Mr. Saif Ali Athyaab
Plot 360, Phase 1, Saket Colony Township, Dammaiguda Road
Kapra Municipality, Ecil Post,
Hyderabad - 500062

Subject: Offer of Employment

Dear Saif Ali Athyaab:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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



Deloitte Tax Services India Private Limited

Opposite Meenakshi Tech Park, 10th Floor,
Survey No. 41, Gachibowli Village,
Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

01/29/2021

Mr. Sriramula Sharath Chandra
5-4-189, Kapuwada
Bommakal Chowrasta,
Karimnagar - 505001

Subject: Offer of Employment

Dear Sriramula Sharath Chandra:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst - Tax** 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 **July 19, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **July 19, 2021**. 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

Annexure A

Mr. Sriramula Sharath Chandra

Business Technology Analyst - Tax

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	2,10,000
House Rent Allowance (HRA)	8,750	1,05,000
Special Allowance ^{1a & 1b}	11,867	1,42,404
Leave Travel Allowance ²	1,750	21,000
Meal Card ³	2,200	26,400
Differential Allowance(L)	5,833	69,996
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	6,00,000
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	1,870	22,440

* 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/-....

MassMutual

Global Business Services India LLP

Tuesday, June 22, 2021

Vaibhaw Pokala,
5-6-180 valdehinagar r-12, Sri Hindu PG college,
Vanasthalipuram, Hayathnagar, K.v.Rangareddy, Telangana - 500070.

Subject: Offer Letter

Dear Vaibhaw,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Technology Operations, reporting to Rajesh Veliyaveetil, Director, Technology Delivery, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad -500008, Telangana.

Your employment starts on Monday, August 09, 2021. Your Target CTC (Cost to Company) totaling INR 5,00,075 per annum will be comprised of:

- Basic Pay of INR 241,000 earned and payable monthly (monthly rate of INR 20,083)
- Bonus / Ex-Gratia of INR 48,200 earned and payable monthly (monthly rate of INR 4,017)
- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - Housing Rent Allowance
 - Leave Travel Allowance
 - Child Education and/or Hostel Allowances
 - Meal Voucher or Onsite Meals
 - Balance allowance – Total allowance amount minus discretionary amounts you decide above
- Provident Fund (Employer Contribution) of 12% of Basic Pay, INR 28,920 (monthly rate of INR 2,410)
- Gratuity, INR 11,592 (monthly INR 966) accrued for monthly and payable at the time of termination following a minimum of 5 years of active service
- Annual target short-term incentive of INR 18,075 paid annually at the discretion of the Company

Additionally, you will be eligible for insurance benefits including medical, dental, vision and life cover (parental or parent-in-law medical cover option) and Employee Assistance Program. You are eligible for annual paid time-off of 25 days and 10 annual declared holidays.

Please note that the above employment offer is contingent upon you successfully completing the Bachelor of Engineering graduation course without any pending subjects in any of the semesters in your curriculum, at the time of joining MassMutual.

To accept this offer of employment, please print the attached letter and sign it. Please scan a copy of the signed offer letter and email it back by replying to the email or sending it to RTangirala@massmutual.com attaching the signed letter.

If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please call me at +1 603 531-9876.

We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,


Ravi Tangirala
Head, GCC-India

Offer Accepted By:


[POKALA VAIBHAW]

Date:

23-06-2021

160112233115

J.P.Morgan

10-Jun-2021

Varun Boya

h.no.1-7-168/A,plot no.167,electricity colony, Auto Nagar, Vijayawada, Andhra Pradesh, India
-520007

VIJAYAWADA
Andhra Pradesh
INDIA

Dear Varun Boya,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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



September 25, 2020

Venkata Kedarnath Chaturvedula
1-2-212/6/F, Sai Leela, Gaganmahal Street No-12, Domalguda
Hyderabad, Telangana - 500029
7032670730
venkatkedarnath@gmail.com

Dear Venkata Kedarnath Chaturvedula

We are pleased to offer you employment with Micron Technology Operations India LLP (Micron) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (Standard Terms) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Subject to the conditions set out in **section 9** of this offer letter, your employment with Micron will commence on **July 26, 2021**.

2. Position

Micron will employ you on a full-time basis in the position of **Associate Engineer, IT MFG Software** or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor, Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the **Manager, IT MFG Infrastructure** and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) Your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) The conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) If relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) Termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

The required period of notice for **clauses 6.1** and **6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

Micron Technology Operations India LLP
Registered Address: The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor
Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village Serilingampally Mandal, Ranga Reddy District
Hyderabad - 500081, Telangana, India micron.com

Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

4. Hours

You must work full time during Micron's business hours as determined by Micron from time to time. However, you will need to be flexible about when you work and you will be required to work such additional hours as are necessary to perform your duties and responsibilities. You will not receive any additional payment for such work, because the possibility of such requirement is already reflected in your salary.

5. Remuneration

Fixed Salary

Micron will pay you a fixed salary (**Fixed Salary**) at the rate of **INR 594000** per year. Your Fixed Salary will accrue pro-rata each day and will be paid monthly. Micron may, at its discretion, divide your Fixed Salary into separate pay components. At the time of this offer, your Fixed Salary is divided into the following pay components:

- (a) basic salary (**Basic Salary**) at a rate equal to **INR 297000** per year; and
- (b) allowances equal to, annually:
 - (i) House rent allowance **INR 118800**
 - (ii) Special allowance **INR 178200**

Your Fixed Salary includes payment for all hours you work (whether part of ordinary working hours or not) and public holidays (whether you work on those days or not), to the extent permissible by law.

Micron may review the amount of your Fixed Salary from time to time in accordance with Micron policy/practice.

Discretionary Allowances

Micron will pay you the following discretionary allowances:

- (a) Medical expense allowance **INR15,000 per year**
(payable monthly on a pro-rata basis)
- (b) Leave travel allowance* **INR41,000 per year**
(*The amount of the allowance will be pro-rated if not employed for the full tax year. Micron will pay you an amount equal to a pro-rata amount of the allowance monthly. In order for the payments to qualify as a leave travel allowance to avail tax exemptions under Indian law, you must submit, subject to and in accordance with Micron policy, eligible expenses for reimbursement against the amounts paid. Any amounts paid in excess of the amount of eligible expenses validly reimbursable to you as a leave travel allowance will be regarded as a cash bonus and will be subject to tax.)

These allowances are discretionary and are not guaranteed. Micron may rescind, change or replace these allowances, including their amount and the basis upon which they are paid, at any time at its sole discretion.

Discretionary Incentive Pay

You will be entitled to participate in Micron's discretionary incentive pay plan as applicable to your position from time to time. The payment and amount of any incentive pay is subject to the rules of the plan at the time and payment is not guaranteed. Without limiting the above, Micron may rescind, change or replace the terms of the plan, your entitlements under them and the payments to be paid in respect of them at any time at its sole discretion.

For information purposes, your current full-year discretionary incentive pay target is **10%** of your Fixed Salary.



Tuesday, June 22, 2021

Venkata Srijesh Kumar Yanambaka,
1-10-62, Udaya Crescent Apartments,
Ashok Nagar, Hyderabad-500020.

Subject: Offer Letter

Dear Srijesh,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Technology Operations, reporting to Rajesh Veliyaveetil, Director, Technology Delivery, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad –500008, Telangana.

Your employment starts on Monday, August 09, 2021. Your Target CTC (Cost to Company) totaling INR 5,00,075 per annum will be comprised of:

- Basic Pay of INR 241,000 earned and payable monthly (monthly rate of INR 20,083)
- Bonus / Ex-Gratia of INR 48,200 earned and payable monthly (monthly rate of INR 4,017)
- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - Housing Rent Allowance
 - Leave Travel Allowance
 - Child Education and/or Hostel Allowances
 - Meal Voucher or Onsite Meals
 - Balance allowance – Total allowance amount minus discretionary amounts you decide above
- Provident Fund (Employer Contribution) of 12% of Basic Pay, INR 28,920 (monthly rate of INR 2,410)
- Gratuity, INR 11,592 (monthly INR 966) accrued for monthly and payable at the time of termination following a minimum of 5 years of active service
- Annual target short-term incentive of INR 18,075 paid annually at the discretion of the Company

Additionally, you will be eligible for insurance benefits including medical, dental, vision and life cover (parental or parent-in-law medical cover option) and Employee Assistance Program. You are eligible for annual paid time-off of 25 days and 10 annual declared holidays.

Please note that the above employment offer is contingent upon you successfully completing the Bachelor of Engineering graduation course without any pending subjects in any of the semesters in your curriculum, at the time of joining MassMutual.

To accept this offer of employment, please print the attached letter and sign it. Please scan a copy of the signed offer letter and email it back by replying to the email or sending it to RTangirala@massmutual.com attaching the signed letter.

If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please call me at +1 603 531-9876.

We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,

Ravi Tangirala
Head, GCC-India

Offer Accepted By: _____ Date: _____

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Deloitte Tax Services India Private Limited

Opposite Meenakshi Tech Park, 10th Floor,
Survey No. 41, Gachibowli Village,
Ranga Reddy,
Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

01/29/2021

Mr. Pogul Vidyadhar
2-2-24/A/22/OL
2Nd Floor, Anusuya Devi Building, D.D. Colony,
Hyderabad - 500013

Subject: Offer of Employment

Dear Pogul Vidyadhar:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst - Tax** 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 **July 19, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **July 19, 2021**. 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

160112233119

Model N

19-Jan-21

Buddarapu Vineeth Sharma
Devi medical stores, Main road, chennur,
Dist Mancherial, Telangana Pin: 504201

Letter of Offer

Dear Buddarapu Vineeth Sharma,

We are pleased to extend offer to you for the position of "Associate Member Technical Staff" with Model N India Software Private Ltd to join us on 01-Jul-21. You will be offered a CTC of Rs. 7,28,000 per annum including 5% bonus and additional benefits added in as per the below stack up. You will get the detailed appointment letter of the terms of the offer discussed with you on the date of your joining. Please let me know if you can wind up your prior commitments and join us by that date.

Please find below the components of your salary break-up:

Components	INR Per Annum
Basic salary (A)	3,50,000
HRA (B)	2,10,000
Employee Provident Fund and family pension fund (Company contribution) @12% on basic* (C)	42,000
Flexible components (Listed Below) (D)	98,000
Variable Compensation @ Target (5 % of Fixed Salary, A+B) (E) (Based on Company & Individual Performance)	28,000
Cost To Company (CTC)	7,28,000

RSU	USD 4000
-----	----------

All Payments shall be made net of applicable taxes including Income tax, Professions tax etc.

RSUs and ESPP

Model N management will recommend to the Compensation Committee of our Board of Directors that you be granted Restricted Stock Units (RSUs) with a value of USD 4000. The number of shares will be determined based on the average closing price of the month of hire. RSUs vest over a four-year period with 25% vesting on the first annual anniversary of the 15th day of the second month of the quarter of your start date and 6.25% vesting quarterly thereafter. In addition, as an employee of Model N, you will be eligible to participate in our Employee Stock Purchase Program (ESPP). The ESPP offers employees the opportunity to purchase Model N stock at a 15% discount using post-tax payroll deductions. Enrollment into the program occurs twice a year in February and August.

Model N India Software Pvt. Ltd.
Block-3, Office-1, 8th Floor, DLF Cyber City
Plot No. 129-132, APHB Colony, Gachibowli
Hyderabad, A.P. 500019, India
Phone: +91 40 454-65555

www.modeln.com

Model N Inc.
777 Manners Island Blvd.,
Suite 300, San Mateo, CA 94404
Phone: (650) 610-4600
Fax: (650) 610-4699



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/17/2021

Mr. Jongoni Vishal Chandra
Flat No:401 , Plot No:99 , Lakshmi'S Residency
Road No:20 , Sardar Patel Nagar , Kukatpally,
Hyderabad - 500085

Subject: Offer of Employment

Dear Jongoni Vishal Chandra:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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

16 011 7733123

ORACLE Oracle Solution Services
(India) Private Limited

Registered office address:
7th and 8th Floor
Commerce @ Mantri 12/1, 12/2,
Nayanappasetty Palya Village
Bannerghatta Road
Bengaluru 560076
Karnataka

Phone +91 80 4029 6000
Fax +91 80 4029 6475
CIN: U72900KA1995PTC018327

Reference ID: 105489

11 June 2021

Alekya Kondepudi

Dear Alekya,

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

We offer you a starting compensation at an annual rate of INR 1,100,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

The break-up of Total Gross compensation is given below:

Components	Amount (INR) p.a
A. Basic salary	460,189.00
B. Flexible Benefit Plan (FBP) **	562,453.00
C. Annual Gross Pay AGP (A+B)	1,022,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross (C+D+E)	1,100,000.00

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

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

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest.

In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.



Arcesium

Arcesium India Private Limited
Building No. 12C, Floor Nos. 12 (Part)
13 and 14 (Part), Mindspace, Cyberabad
S. No. 64 (Part)
M/s. Sundew Properties Ltd., IT/ITES SEZ
at Madhapur Village, Serilingampally Mandal
Ranga Reddy District, Telangana
India - 500 081

CIN: U72200TG2015FTC098826
Phone: (+91) 40-4639-0000

16/17733/25

01-Jun-21

Ms. Anmol Jain
14 - 2 - 332 / 5, Aghapura
Gyanbagh, Nampally
Hyderabad, Telangana - 500012

Dear Anmol:

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



160112733 126

CONFIDENTIAL – OFFER OF EMPLOYMENT

Bhargavi Sunkireddy

17th July 2021

Dear **Bhargavi Sunkireddy**,

Accolite Digital India Private Limited is pleased to extend you an offer for a full-time employment position as **Software Engineer**. Your annual CTC will be **INR 8,00,000/-** and we would like to have you begin working with us on **21st July 2021**.

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

We very much look forward to welcoming you to Accolite.

Warm regards,

Milind Mutalik
Chief People Officer
Accolite Digital India Pvt. Ltd

Signature

Bhargavi. S

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115 (Part),
Waverock Building, TSIC IT / ITES SEZ,
Nanakramguda Village, Serlingampally Mandal,
Hyderabad-500008 Telangana, India
Tel : 91-40-43621000

Date: December 18, 2020

Private & Confidential

Obulreddygari Deekshitha
CBIT

Dear Obulreddygari Deekshitha

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

1. Position: Software Engineer Associate, Grade 16
2. Location: Hyderabad
3. Start Date: June 28, 2021 (Tentative)
4. Compensation Kindly refer Annexure "A" for your compensation components

Bonus Based on your position as Software Engineer Associate, you will participate in the Professional Cash Incentive Award Plan (ProCAP). ProCAP is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives. Final bonus amounts may be adjusted by managers based on individual performance. Provided you begin your employment prior to November 1, 2021, you are eligible to participate in the program for fiscal 2021 (February 2021– January 2022). Under the current program, your annual target bonus will be 8 % of your base salary. Depending on results, your actual bonus, if any, may be higher or lower and can reach a maximum of 16%. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2021 are scheduled for payment in March 2022 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding

Benefits: Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.

Termination Notice. Your employment can be terminated by 2 (Two) months' notice or payment in lieu on either side. We reserve the right to terminate your employment without notice or payment in lieu for any breach of the Company's regulations or misconduct by you, and only your salary accrued (if any) will be paid Confidential. In case this termination voluntarily/ involuntarily (through Code of Business Conduct) is within 1 year from the date of joining, all expenses incurred by the employer will be recovered through employee's full and final settlement. This includes both- arrangement costs directly borne by the employer or the expense claimed by employee.

Code of Conduct. As part of your employment, you will be given a copy of our code of conduct. It outlines many of the details that pertain to standard of business behaviors that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of code of conduct as an acknowledgement of having read the same.

June 14, 2021

Juhitha Doddoju

Flat no. 201, Ramya Sri Meridian, Plot no. 288 A,
Street number 12, Western Hills, Addagutta Society,
Kukatpally, Opp. JNTU, Hyderabad, Telangana-500085
India

Dear Juhitha,

Employment Offer Letter

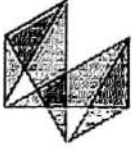
It is my pleasure to offer you the position of **Associate Software Engineer** with ServiceNow Software Development India Private Limited (the "**Company**"), on the terms set out in the enclosed contract of employment (the "**Employment Contract**"). Everything we do at ServiceNow is about unlocking potential - in workplaces around the world and also within our organization. We create an environment that enables our people to do their best work. Our culture and benefits encourage employees to stay healthy, happy, engaged and growing. We keep our people at the center of everything we do. We look forward to welcoming you into our diverse, creative, fast-growing team that is changing how the world works.

The full terms of your employment offer are set out in the Employment Contract. However, a summary of some of the key terms is as follows:

- Your start date has been scheduled for **June 21, 2021**
- Your place of work will be the Company's offices located at Floor 17, Parcel 2, Plot-2, Phase-2, Survey 83/1, Argus Salarpuria Knowledge City, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India.
- Your gross base salary (total fixed compensation) will be **INR 1,100,000 per annum**. The break-up for your base salary is provided in the Annexure to this Offer Letter.
- You will be eligible to participate in the Company's Corporate Bonus Plan (the "**Bonus Plan**") and your annual incentive bonus target (which is payable in accordance with the terms of the Bonus Plan) will be **INR 110,000**, which is **10%** of your base salary.
- You will be eligible for **15 days'** annual leave. Your annual leave will accrue rateably from your date of hire. Any leave requires approval by your manager. The maximum period of leave that may be taken at one time is 2 weeks. In addition to annual leave, you will be entitled to the paid national and festival holidays as declared by the Company.
- Additionally, you will be eligible to earn a one-time sign-on bonus of **INR 300,000 (gross)** (the "**Sign-On Bonus**") subject to all applicable taxes and withholdings, provided that you complete one (1) year of employment with the Company. The Company will advance the Sign-On Bonus to you within two (2) regular payroll periods following the completion of thirty (30) days of employment. The Sign-On Bonus is being advanced to you by the Company and is not earned until you have completed one (1) year of employment with the Company. You understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct prior to the completion of one (1) year of employment, you will be required to reimburse the Company the total gross amount of the Sign-On Bonus advanced to you. In the event the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the termination of your employment and you hereby authorize the

DocuSigned by:

37CF769BD305438



HEXAGON

Hexagon Capability Centre India Pvt. Ltd.
DivyaSree Trinity Campus, HITEC City, Madhapur,
Hyderabad 500 081, India, T: +91 40 7103 5000,
www.hexagon-cci.com
CIN : U72200TG1987PTC014464

24- Jun-21

Keerthana Gurinda Gunta
H No: 24-53/1 Kakatiya Nagar,
Road No: 1, Ashraf nagar, Ramachandrapuram,
Hyderabad - 502032.

Offer Letter

Dear Keethana,

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 Developer.

We offer you a Salary 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 24-Jun-21 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 7-Jul-21 . Please return the signed duplicate copy of letter as an acknowledgment.

This offer is subject to you producing the Degree Certificate and Statement of Marks within 3 months of your joining. If you expect to face any difficulty on this account, please discuss the same with our HR Department.

You shall be posted at Hyderabad. However, the job may require you to be posted anywhere in India or abroad as per the requirements of the organization from time to time. You will be on Probation for a period of six months from the date of joining.

You will receive a detailed appointment letter on joining us. We welcome you to Hexagon Capability Center India Pvt. Ltd. and look forward to working with you.

With Best Wishes,

For Hexagon Capability Center India Pvt. Ltd.,

Manoj Patloori
Associate Executive Manager Talent Acquisition
Encl: Details of compensation & employee benefits

Reputation

Kranthi Rekha Chinthapally

Date: June 1st, 2021

H.No: 4-9-742/1, Near Sitaramanjaneya swami temple,
Lecturers Colony, Hayathnagar,
Hyderabad, Telangana – 501505

Sub: Letter of Appointment

Dear **Kranthi**,

We are pleased to offer you the position of **Software Engineer** at Reputation.com India Private Limited ("Company"), having its registered office at Manjeera Trinity Corporate, 2nd Floor, # 203, K P H B Phase 3, Kukatpally Hyderabad - 500072, Telangana, India, on the following terms and conditions.

- 1. Location:** You will be based at the Company's offices in Hyderabad. The Company retains the right to transfer you to any other office, or department, within or outside India. On such a transfer, you will be governed by the rules and regulations and other working/service conditions as applicable at the place of posting. You agree and understand that at all times you will maintain a validity period of at least 6 months in your passport, to facilitate traveling outside India, for business needs, as and when required by the Company.
- 2. Probation:** You will be on probation for a period of 6 months from the Joining Date (as defined hereinafter). During this period, the Company will review and evaluate your performance. At the end of the Probation Period, the Company reserves the right to a) terminate your services immediately, without any notice; b) extend the period; or c) confirm you as a regular employee, in writing, or electronically (via an email). During the Probation Period, the Company reserves the right to terminate your employment at any time, without notice. If you choose to terminate your employment during probation you will be required to serve one month notice.
- 3. Compensation:** Your compensation package will be **INR 1,200,000 (Twelve Lakhs Rupees Only) per annum**. The breakup of emoluments is appended to this letter. Your salary will be payable as per the addendum in accordance with the Company policy and payroll procedure and will be subject to all tax and other statutory deductions. Your salary will be reviewed periodically by the Company in accordance with the policies of the Company as in effect from time to time. The Company also reserves the right to downward revise the Employee's Salary.
- 4. Bonus:** You will be eligible for a performance bonus based on the attainment of performance targets as are set by the Company and other prescribed objectives. The Company shall have absolute discretion vis-à-vis payment of performance bonus and no employee has a right to claim performance bonus. The performance bonus amount will be **INR 120,000 (One Lakh**

CIN: U72200TG2014FTC095776

Regd. Office: Manjeera Trinity Corporate, 2nd Floor, # 203, K P H B Phase 3, Kukatpally Hyderabad - 500072, Telangana
Tel.: +91-40-29802646 Email: idc-admin@reputation.com www.reputation.com

Neha Pendem
16011733132
CSE-3

June 14, 2021

Neha Pendem

Flat no 508, Block-3, R.V Nirmaan's Brindavanam, Balaji Nagar
Miyapur, Hyderabad, Telangana - 500049
India

Dear Neha,

Letter of Appointment

We, ServiceNow Software Development India Private Limited bearing Corporate Identification Number (CIN) U72900TG2014FTC092163 (the "Company"), are pleased to offer you employment as **Associate Software Engineer** with the Company upon the following terms and conditions (the "Agreement"). This Agreement constitutes the terms of your employment.

1. Appointment

- 1.1 Subject to the conditions (as detailed in the enclosed offer letter ("Offer Letter")), this Agreement will commence with effect from **June 21, 2021** and shall continue to be in effect unless otherwise terminated in accordance with the terms and conditions herein.
- 1.2 The Company shall have the right, at its sole discretion, to assign you to other tasks, to change the location of the place of work and to modify your reporting and organizational structure as may be reasonably necessary to respond to changing business needs. You will perform all acts, duties and obligations, and will comply with such orders as may be assigned by the Company which are reasonably consistent with your position. The Company may, from time to time, require you to perform duties normally undertaken by other employees or contractors, including different or additional duties, but not duties which you cannot reasonably perform.
- 1.3 The Company may require you (as part of your duties) to perform duties or services not only for Company but also for any Group Company on the instructions of the Company, where such duties or services are of a similar status to or consistent with your position with the Company. The Company may at its sole discretion assign your employment to any Group Company on the same terms and conditions as set out, or referred to, in this Agreement.
- 1.4 "Group Companies" in this Agreement means the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and "Group Company" means any of them.

2. Status of Employment

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

DocuSigned by:

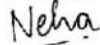
Neha

3. Salary

- 3.1 You will be paid an Annual Base Salary of **INR 1,100,000** per annum, payable monthly in arrears (or such other amounts as may from time to time be agreed in writing) by crediting your bank account on the last working day of each month or on such other date within such month as may otherwise be notified by the Company, subject to tax deduction at source and other applicable statutory deductions. The detailed breakup of the Annual Base Salary and the benefits which are over and above the Annual Base Salary is set out in the Annexure to the Offer Letter dated **June 14, 2021** and may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions. Your Annual Base Salary shall be subject to an annual review in accordance with Company policy, at the sole discretion of the Company, but you have no entitlement to a salary increase in any year.
- 3.2 You will be eligible to participate in the Company's Corporate Incentive Bonus scheme (the "**Bonus Scheme**") and your annual incentive bonus target of **INR 110,000** which is **10%** of your base salary, is payable based upon company and individual performance. Your eligibility and compensation under the Bonus Scheme will be governed under the terms of the ServiceNow Bonus Policy (the "**Bonus Policy**"), as may be amended from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend, replace or withdraw the Bonus Scheme and the Bonus Policy at any time. The Company shall make such deductions from any bonus payment payable to you as shall be required by law. It is clarified that any amount paid under the Bonus Policy shall not be considered as "wages" for the purposes of any statutory payments or contributions payable in your respect, including without limitation, "wages" under the Payment of Wages, Act, 1936, Maternity Benefit Act, 1961, Payment of Bonus Act, 1965, under the labour codes applicable in India, any severance payments as payable under local law or Company policies, social security contributions, etc.
- 3.3 The Company shall have the right to deduct from your remuneration any inadvertent overpayment of salary or other relevant payments under this Agreement, or any sums owed by you to the Company. You will be responsible and liable for payment of all income and related taxes on your salary, fees and any other payment received by you under this agreement and/or during your employment with the Company.

4. Hours of Work

Your normal working hours shall be 9.00am to 6.00pm Mondays to Fridays, including one hour for lunch. However, you may be required to work such additional hours as are necessary for the proper performance of your duties. You acknowledge that you shall not receive further remuneration in respect of such additional hours.

DocuSigned by:

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Infosys[®]
Navigate your next



HRD/NOBA/1002213263

August 2, 2021

Ms. Paduri Punya Keerthi Reddy
Flat No 303, Hsr Arutla Residency
Vivek Nagar, Chikkadpally
Hyderabad - 500020
Telangana
India
Ph: (91) 78935 00177

Dear Paduri Punya Keerthi,

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



30 July 2021

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Shwetha Yaramada

Address: H.No-3-8-253/502,prameela homes,road no-3,chandrapuri c, lbnagar, hyderabad, 500074

This letter is to confirm that Shwetha Yaramada is currently employed at Amazon Development Centre (India) Private Limited.

Shwetha Yaramada is employed as a **Software Development Engineer** and commenced employment with Amazon on **02 August 2021**.

This letter has been issued to the employee upon his/her request on the basis of data submitted by the employee to the Company. The Company bears no liability in event the aforementioned data is NOT found to be accurate.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Soumya V". The signature is written in a cursive style with a large, looped 'S' and a distinct 'V' at the end.

Soumya V
ERC Delivery Hub Leader, Employee Services

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

60117733139

Tower 2 (2.2/2.3) Sy. No. 115 (Part),
Waverock Building, TSIC IT / ITES SEZ,
Nanakramguda Village, Serlingampally Mandal,
Hyderabad-500008 Telangana, India
Tel : 91-40-43621000

Date: June 18, 2021

Private & Confidential

Miryala Sneha
CBIT

Dear Miryala Sneha

Congratulations on your new position with the company Gap IT Services India Private Limited, we support talent development across the company and encourage employees to seek out opportunities that best fit their interests and strengths. We feel confident your new position will provide many rewarding challenges and opportunities for future career growth. Below is a summary of the terms and conditions, which we wish to offer you for the position:

1. **Position: Software Engineer Associate, Grade 16**
2. **Location: Hyderabad**
3. **Start Date: July 05, 2021 (Tentative)**
4. **Compensation Kindly refer Annexure "A" for your compensation components**

Bonus Based on your position as Software Engineer Associate, you will participate in the Professional Cash Incentive Award Plan (ProCAP). ProCAP is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives. Final bonus amounts may be adjusted by managers based on individual performance. Provided you begin your employment prior to November 1, 2021, you are eligible to participate in the program for fiscal 2021 (February 2021– January 2022). Under the current program, your annual target bonus will be 8 % of your base salary. Depending on results, your actual bonus, if any, may be higher or lower and can reach a maximum of 16%. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2021 are scheduled for payment in March 2022 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding

Benefits: Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.

Termination Notice. Your employment can be terminated by 2 (Two) months' notice or payment in lieu on either side. We reserve the right to terminate your employment without notice or payment in lieu for any breach of the Company's regulations or misconduct by you, and only your salary accrued (if any) will be paid Confidential. In case this termination voluntarily/ involuntarily (through Code of Business Conduct) is within 1 year from the date of joining, all expenses incurred by the employer will be recovered through employee's full and final settlement. This includes both- arrangement costs directly borne by the employer or the expense claimed by employee.

Code of Conduct. As part of your employment, you will be given a copy of our code of conduct. It outlines many of the details that pertain to standard of business behaviors that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of code of conduct as an acknowledgement of having read the same.



September 23rd, 2021

Sreshta Rushya Putchala
Flat No. 503, Bhavaya's Aditya's Residency,
A.P.H.B Colony, MehdiPatnam,
Hyderabad, Telangana - 500028

Dear Sreshta,

On behalf of KORE.AI SOFTWARE INDIA PRIVATE LIMITED (the "Company"), I am pleased to extend to you an offer of employment for the position of **Associate Engineer, Grade-A1**. Your annual compensation (CTC) will be **Rs.5,50,000/- (Rupees Five Lakhs Fifty Thousand only)**.

We look forward to you, joining us on or before **September 27th, 2021**.

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment you are required to complete and properly execute the

- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employment Agreement attached hereto as Annexure-B;
- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

This employment offer is subject to verification of the particulars mentioned in your application. In case, these particulars are found to be false, your services would be liable to termination without any reason or notice at any time.

This offer of employment is assignable to other organizations or legal entities. In the event of such a decision by the management, your employment will transfer to the new organization, with existing terms and conditions.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 7 days.

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

DocuSigned by:

Sarada Sruti Kandamur

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Sarada Sruti Kandamur
Senior Director – HR & Recruitment

KORE.AI SOFTWARE INDIA PRIVATE LIMITED

Floor No. 12, e Park, Plot No. 1, Jubilee Gardens, Kondapur, Cyberabad, Hyderabad, Telangana,
India, 500081



February 24, 2021

Vishnu Priya G
Flat No 403 Manisha Petals Prashanti Hills, Raidurgam, Khajaguda
Hyderabad, Telangana - 500008
8500584970
vishnupriyagarapu@gmail.com

Dear Vishnu Priya G:

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Subject to the conditions set out in **section 9** of this offer letter, your employment with Micron will commence on **August 08, 2021**.

2. Position

Micron will employ you on a full-time basis in the position of **Associate Engineer - IT Software**, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor, Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the **Sr Manager - IT Office Of CIO** and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) Your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) The conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) If relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) Termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

The required period of notice for **clauses 6.1** and **6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

160117733144

Model N

19-Jan-21

Vyshali Chava
 Flat number 401, House Number 15-8-276,
 Alankritha Apartment, Road Number 4,
 Srinagar colony, Khammam, Telangana. 507002

Letter of Offer

Dear Vyshali Chava ,

We are pleased to extend offer to you for the position of "Associate Member Technical Staff" with Model N India Software Private Ltd to join us on 01-Jul-21. You will be offered a CTC of Rs. 7,28,000 per annum including 5% bonus and additional benefits added in as per the below stack up. You will get the detailed appointment letter of the terms of the offer discussed with you on the date of your joining. Please let me know if you can wind up your prior commitments and join us by that date.

Please find below the components of your salary break-up:

Components	INR Per Annum
Basic salary (A)	3,50,000
HRA (B)	2,10,000
Employee Provident Fund and family pension fund (Company contribution) @12% on basic* (C)	42,000
Flexible components (Listed Below) (D)	98,000
Variable Compensation @ Target (5 % of Fixed Salary, A+B) (E) (Based on Company & Individual Performance)	28,000
Cost To Company (CTC)	7,28,000
RSU	USD 4000

All Payments shall be made net of applicable taxes including Income tax, Professions tax etc.

RSUs and ESPP

Model N management will recommend to the Compensation Committee of our Board of Directors that you be granted Restricted Stock Units (RSUs) with a value of USD 4000. The number of shares will be determined based on the average closing price of the month of hire. RSUs vest over a four-year period with 25% vesting on the first annual anniversary of the 15th day of the second month of the quarter of your start date and 6.25% vesting quarterly thereafter. In addition, as an employee of Model N, you will be eligible to participate in our Employee Stock Purchase Program (ESPP). The ESPP offers employees the opportunity to purchase Model N stock at a 15% discount using post-tax payroll deductions. Enrollment into the program occurs twice a year in February and August.

Model N India Software Pvt. Ltd.
 Block-3, Office-1, 8th Floor, DLF Cyber City
 Plot No. 129-132, APHB Colony, Gachibowli
 Hyderabad, A.P. 500019, India
 Phone: +91 40 454-65555

www.modeln.com

Model N Inc.
 777 Mariners Island Blvd.,
 Suite 300, San Mateo, CA 94404
 Phone: (650) 610-4600
 Fax: (650) 610-4699

160112233145



Hexagon Capability Centre India Pvt. Ltd.
DivyaSree Trinity Campus, HITEC City, Madhapur,
Hyderabad 500 081, India. T: +91 40 7103 5000.
www.hexagon-cci.com

4-Oct-21

Anirudh Vullakula
13-1-2, Babucamp Area,
Bellampalli,
Mancherial.

Offer Letter

Dear Anirudh,

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 Developer.

We offer you a Salary 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-Oct-21 and will stand cancelled in the absence of your confirmation. You are expected to join the organization on or before 11-Oct-21. Please return the signed duplicate copy of letter as an acknowledgment.

This offer is subject to you producing the Degree Certificate and Statement of Marks within 3 months of your joining. If you expect to face any difficulty on this account, please discuss the same with our HR Department.

You shall be posted at Hyderabad. However, the job may require you to be posted anywhere in India or abroad as per the requirements of the organization from time to time. You will be on Probation for a period of six months from the date of joining.

You will receive a detailed appointment letter on joining us. We welcome you to Hexagon Capability Center India Pvt. Ltd. and look forward to working with you.

With Best Wishes,

For Hexagon Capability Center India Pvt. Ltd.,

Manoj Patloori
Associate Executive Manager Talent Acquisition

Encl: Details of compensation & employee benefits

160117733147



COLRUYT | Colruyt IT Consultancy
GROUP | India Pvt. Ltd.

CIN:U72300TG2007PTC053130

Date: **June 24, 2021**

Bhanu Prasad Nayak Ramavath
100/16, Jnnurm colony, Abdullapurmet,
Rangareddy, Telangana 501505.

Dear Bhanu,

We are pleased to appoint you to the position of **Trainee Engineer - IT Infrastructure** in **Colruyt IT Consultancy India Private Limited** ("The Company"). You will be placed at our office located in Hyderabad, Telangana, India, with effect from the date of joining which is **June 23, 2021**. You will report to the person designated **Delivery Head** by the Company as your manager/supervisor.

As you are yet to obtain your final degree certification (BE), this is a conditional offer of employment with the Company and the final employment contract will be subject to your clearing the degree examination and producing the degree certificate to the Company on or before **31st August 2021**.

The terms and conditions of your employment will be as follows:-

1. COMPENSATION:

As an employee of the Company your **Total Cost to the Company (Salary)** would be as per **Annexure-A**. This will be disbursed to you in accordance with the prevailing standard compensation plans of the company. The salary review will be on a yearly basis effective from 1st of April every year.

Your **salary break up** will be in accordance with the company policies and the laws and regulations as stipulated by the Indian government from time to time.

You will be eligible for **Provident Fund Scheme**. Employer & employee contributions to such scheme will be covered within the overall compensation package i.e. Total Cost to the Company.

You will be eligible for **Gratuity** as per the statutory provisions prevailing from time to time.

You will receive an amount towards Annual Bonus OR Variable Pay, as applicable, as per Annexure - A. The Annual Bonus shall be paid out along with the salary for the month of **September in every year** as fixed component. The Variable Pay, if applicable is payable during the months of September and March every year. The Human Resources team will separately discuss the Annual bonus/Variable Pay, including the nature of your participation and extent of the award with you.

You will also receive a Premium Bonus amount, which is a discretionary, sustainable bonus determined on the basis of individual and Company's performance for the year under consideration and long term association of the individual with the Company. Employees joining on or before 31st March of a year are eligible to receive this bonus payable in the month of May of the next calendar year.

The above emoluments along with the benefits set out is being granted on the stipulations and understanding that you shall not have any claim to a grade prescribed or that may be prescribed for this category by a wage fixation machinery and/or any other allowance or benefits by whatever name prescribed or that may be prescribed by any wage fixation machinery.

Md. Alwan

Colruyt IT Consultancy India Pvt. Ltd.

Building No.21, Mind Space, Raheja IT Park, Survey No.64(Part), HI-Tech City, Madhapur,
Hyderabad 500081, India, T +91 40 - 30438000, F +91 40 - 30438010. Web: www.colruyt.in

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Infosys[®]
Navigate your next



HRD/NOBA/1002213269

September 21, 2021

Mr. Bhanu Prasad Nayak Ramavath
100/16
Jnnurm Colony
Hyderabad - 501505
Telangana
India
Ph: (91) 91006 00809

Dear Bhanu Prasad Nayak,

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:21-Jun-2021

Chanikya Ladi
C9659264

23-79, gula street, Patha BobbiliBobbili, Vizianagaram
9348391491

Dear Chanikya Ladi,

Name: CHANIKYA LADI

Roll No: 160117733148

Adm No: 175322

Branch: CSE

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- 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". 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 65% and above or 6.5 CGPA and above in the current degree 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.

Version 2.1 (Feb 2021)

1


candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. 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 will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. 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 LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



160117733149

Date: June 15th, 2021

Charithesh Puppireddy

H.No 6-1-121/2, Venkateshwara Colony,
Neknampur, Near Elate School,
Manikonda, Hyderabad, 500089

Sub: Letter of Appointment

Dear **Charithesh**,

We are pleased to offer you the position of **Software Engineer**, at Reputation.com India Private Limited ("Company"), having its registered office at Manjeera Trinity Corporate, 2nd Floor, # 203, K P H B Phase 3, Kukatpally Hyderabad - 500072, Telangana, India, on the following terms and conditions.

- 1. Location:** You will be based at the Company's offices in Hyderabad. The Company retains the right to transfer you to any other office, or department, within or outside India. On such a transfer, you will be governed by the rules and regulations and other working/service conditions as applicable at the place of posting. You agree and understand that at all times you will maintain a validity period of at least 6 months in your passport, to facilitate traveling outside India, for business needs, as and when required by the Company.
- 2. Probation:** You will be on probation for a period of 6 months from the Joining Date (as defined hereinafter). During this period, the Company will review and evaluate your performance. At the end of the Probation Period, the Company reserves the right to a) terminate your services immediately, without any notice; b) extend the period; or c) confirm you as a regular employee, in writing, or electronically (via an email). During the Probation Period, the Company reserves the right to terminate your employment at any time, without notice. If you choose to terminate your employment during probation you will be required to serve one month notice.
- 3. Compensation:** Your compensation package will be **INR 1,200,000 (Twelve Lakhs Rupees Only) per annum**. The breakup of emoluments is appended to this letter. Your salary will be payable as per the addendum in accordance with the Company policy and payroll procedure and will be subject to all tax and other statutory deductions. Your salary will be reviewed periodically by the Company in accordance with the policies of the Company as in effect from time to time. The Company also reserves the right to downward revise the Employee's Salary.
- 4. Bonus:** You will be eligible for a performance bonus based on the attainment of performance targets as are set by the Company and other prescribed objectives. The Company shall have absolute discretion vis-à-vis payment of performance bonus and no employee has a right to claim performance bonus. The performance bonus amount will be **INR 120,000 (One Lakh**

CIN: U72200TG2014FTC095776

Regd. Office: Manjeera Trinity Corporate, 2nd Floor, # 203, K P H B Phase 3, Kukatpally Hyderabad - 500072, Telangana
Tel.: +91-40-29802646 Email: idc-admin@reputation.com www.reputation.com

1601177330151



To,

Name : Eskepalli Dora Sai Varma

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

Dear Eskepalli Dora Sai Varma,

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

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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

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

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

The Oracle logo is displayed in white capital letters on a dark rectangular background.

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

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

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

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

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

Joyce Westerdahl

Executive Vice President of Human Resources, Oracle

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

Integrated Cloud
Applications & Platform Services

June 07, 2019

Deepak Palavarapu

Dear Deepak,

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

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

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

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

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

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

Relocation Assistance:

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

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

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

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

MassMutual

Global Business Services India LLP

Tuesday, June 22, 2021

Hemanth Neelam,
17-1-22, Near Ambedkar
Bhavan, Karimabad, Warangal- 506002.

Subject: Offer Letter

Dear Hemanth,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Data, reporting to Ugamurthy Duraiswamy, Technical Strategic Manager, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad -500008, Telangana.

Your employment starts on Monday, August 09, 2021. Your Target CTC (Cost to Company) totaling INR 5,00,075 per annum will be comprised of:

- Basic Pay of INR 241,000 earned and payable monthly (monthly rate of INR 20,083)
- Bonus / Ex-Gratia of INR 48,200 earned and payable monthly (monthly rate of INR 4,017)
- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - o Housing Rent Allowance
 - o Leave Travel Allowance
 - o Child Education and/or Hostel Allowances
 - o Meal Voucher or Onsite Meals
 - o Balance allowance – Total allowance amount minus discretionary amounts you decide above
- Provident Fund (Employer Contribution) of 12% of Basic Pay, INR 28,920 (monthly rate of INR 2,410)
- Gratuity, INR 11,592 (monthly INR 966) accrued for monthly and payable at the time of termination following a minimum of 5 years of active service
- Annual target short-term incentive of INR 18,075 paid annually at the discretion of the Company

Additionally, you will be eligible for insurance benefits including medical, dental, vision and life cover (parental or parent-in-law medical cover option) and Employee Assistance Program. You are eligible for annual paid time-off of 25 days and 10 annual declared holidays.

Please note that the above employment offer is contingent upon you successfully completing the Bachelor of Engineering graduation course without any pending subjects in any of the semesters in your curriculum, at the time of joining MassMutual.

To accept this offer of employment, please print the attached letter and sign it. Please scan a copy of the signed offer letter and email it back by replying to the email or sending it to RTangirala@massmutual.com attaching the signed letter.

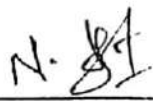
If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please call me at +1 603 531-9876.

We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,


Ravi Tangirala
Head, GCC-India

Offer Accepted By: _____



Date: _____

23/06/2021

16012233155

HCL TECHNOLOGIES LTD
Corporate Identity Number: U74140DL1991PLE046989
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NO DA 201 204, JP, India
Tel: +91 120 6125000 / +91 120 4681000
Registered Office: 808, 5th Floor, 56, Anna Road, New Colony, Bangalore
www.hcltech.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 24, 2021

Dear Aitha Kartheek,
7-2-423/18,flat no:502,sahaja residency,
mankamma thota, Karimnagar,
Telangana, India, 505001

Dear Aitha Kartheek, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 22, 2021** at 9:00 A.M at the following address **BengaluruSEZ-Tower1-GF to 3F**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 4,75,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

160117733157

April 9, 2021

Kousthubha Krishna CH

Chaitanya Bharathi Institute of Technology
Gandipet
Hyderabad
Telangana
India
500075

Dear Kousthubha Krishna,

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Engineering Division in Bengaluru.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the Probationary Period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

16017233159

FACTSET > SEE THE ADVANTAGE

9/06/2021

Manideep Kumar Gandhari

H.No-1-10-1/C/B, Kalanagar, Metpally, Jagtial,

Telangana. Pin Code: 505325

Offer of Employment

Dear **Manideep Kumar**

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Software Engineer I** with effect from **14 June, 2021**. You will be based in our **India, Hyderabad, DVS, SEZ-3 - Orion B4,5; FL 8,10 (Hyderabad - Divyasree 2)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **INR 8,91,029** and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

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.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.



Nihash Veeramachaneni
160117733159

November 23, 2020

Nihash Veeramachaneni
#301, 8-2-585/A/1, Sri Vatsa, Road No.9, Banjara Hills
Hyderabad, Telangana - 500045
8309219374
veeramachaneninihash@gmail.com

Dear Nihash Veeramachaneni

We are pleased to offer you employment with Micron Technology Operations India LLP (Micron) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (Standard Terms) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Subject to the conditions set out in **section 9** of this offer letter, your employment with Micron will commence on **July 26, 2021**.

2. Position

Micron will employ you on a full-time basis in the position of **Associate Engineer-IT Software**, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor, Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the **Sr. Manager - IT PLM, BU & SALES** and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) Your successful completion of a probationary period of six months (see clause 2 of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) The conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) If relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) Termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

The required period of notice for **clauses 6.1 and 6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

V. Nihash

**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE
(FOR INFORMATION PURPOSES)**

Compensation

Fixed Salary

	INR 297000
o Basic Salary	INR 118800
o House Rent Allowance	INR 178200
o Special Allowance	INR 594000
Total	

Employer Provident Fund Contributions

INR 35640

Discretionary Allowances

o Medical Expense Allowance	INR 15000
o Leave Travel Allowance	INR 41000

Discretionary Incentive Target

INR 59400

TOTAL

INR 745040

*Hyderabad Benefits**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

**All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

V. Nishant

J.P.Morgan

13-Jun-2021

Priyatam Naravajhula
Flat 205, Durga Elite Apartments, Chikoti Gardens, Begumpet
-500016
HYDERABAD
Telangana
INDIA

Dear Priyatam Naravajhula,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, consisting of a stylized 'J' followed by the name 'Dimon'.

J.P.Morgan

10-Jun-2021

Rahul Sai Pratap
1-1-524/4/A#203, Swathi Apts, Krupa Rao Street, Gandhinagar
-500080
HYDERABAD
Telangana
INDIA

Dear Rahul Sai Pratap,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2021, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Aug-2021. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR12,00,000 per annum and comprises the following components:

Rupees p.a.		
i)	Basic Salary	3,60,000
ii)	Housing Allowance	1,80,000
iii)	Special Allowance	5,76,800
iv)	Leave Travel Allowance	40,000
v)	Comp. contribution to Provident Fund	43,200
A.	Total Fixed Pay	12,00,000

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR1,00,000, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P.



August 8th, 2021

Sai Krishna Gantannagari
5-92, VV Nagar Colony,
Mubarak Nagar, Nizamabad,
Telangana - 503003

Dear Sai Krishna,

On behalf of KORE.AI SOFTWARE INDIA PRIVATE LIMITED (the "Company"), I am pleased to extend to you an offer of employment for the position of **Associate Engineer, Grade-A1**. Your annual compensation (CTC) will be **Rs.5,50,000/- (Rupees Five Lakhs Fifty Thousand only)**.

We look forward to you, joining us on or before **August 9th, 2021**.

Your compensation will be structured as per prevailing tax and other governmental regulations, and a detailed breakup is attached as Annexure-A hereto.

As a condition of employment you are required to complete and properly execute the

- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employment Agreement attached hereto as Annexure-B;
- KORE.AI SOFTWARE INDIA PRIVATE LIMITED Employee Invention Assignment and Confidentiality Agreement attached hereto as Annexure-C.

This employment offer is subject to verification of the particulars mentioned in your application. In case, these particulars are found to be false, your services would be liable to termination without any reason or notice at any time.

This offer of employment is assignable to other organizations or legal entities. In the event of such a decision by the management, your employment will transfer to the new organization, with existing terms and conditions.

We sincerely hope that you find the terms of this offer acceptable and look forward to working with you. We request that you indicate your acceptance by signing and returning the enclosed copy of this letter along with your projected starting date. This offer will remain open and valid for a period of 7 days.

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

DocuSigned by:
Sarada Sruti Kandanur
5B9173C0801246A...

Sarada Sruti Kandanur
Senior Director – HR & Recruitment

160117933163

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", enclosed within a large, stylized, hand-drawn loop.

J.P.Morgan

11-Jun-2021

Sai Meenan Vooturi
H.NO : -1-4-206/1. opposite balaji theatre lane,Balaji Nagar, Jagtial
JAGTIAL, 505327
-505327
JAGTIAL
Telangana
INDIA

Dear Sai Meenan Vooturi,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2021, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Aug-2021. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR12,00,000 per annum and comprises the following components:

Rupees p.a.		
i)	Basic Salary	3,60,000
ii)	Housing Allowance	1,80,000
iii)	Special Allowance	5,76,800
iv)	Leave Travel Allowance	40,000
v)	Comp. contribution to Provident Fund	43,200
A.	Total Fixed Pay	12,00,000

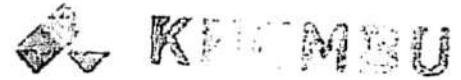
Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR1,00,000, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P.

160117733164

Khumbu Information Systems
200 Mythri Nagar, Madinaguda
Hafeezpet, Hyderabad, Telangana 500049



Sai Raj Yadav S
H.NO. 5-9-232/1/1, Employees Colony,
Yapral, JJNC PO,
Secunderabad,
Telangana-500087

Date: 3rd February 2021

Offer Letter

Dear Sai Raj,

We are pleased to offer you employment as **Associate Software Engineer** on the following terms and conditions:


1. Your total annual compensation package (CTC) shall be **10,00,000/- (Fixed)**. This includes Basic, Allowances, Statutory contributions and other benefits as governed by company policies, subject to Income Tax regulations in force from time to time.
2. A detailed appointment order, outlining the terms and conditions shall be issued when you join the organization.
3. This offer is subject to acceptance from your end.
4. Your tentative joining date based on our mutual discussions is **1st July, 2021**. If this should change, please notify us by email on or before **1st June 2021**.
5. Please sign and return duplicate copy of this letter in acceptance of the above within **2 working days**.

We look forward to your joining our organization.

For Khumbu Information Systems Pvt Ltd.,

Team HR

I accept the offer and shall report for duty on or before 1st July 2021


Signature of the Candidate

16011 7733165

Khumbu Information Systems

200 Mythri Nagar, Madinaguda
Hafeezpet, Hyderabad, Telangana 500049



KHUMBU

Sai Rohith Kommineni
Flat No.-406, Balaji Towers,
Beside St. Rita High School,
Widia Colony, Cinetown Lane,
Miyapur, Hyderabad-500049

Date: 3rd February 2021

Offer Letter

Dear Sai Rohith ,

We are pleased to offer you employment as **Associate Software Engineer** on the following terms and conditions:

1. Your total annual compensation package (CTC) shall be **10,00,000/- (Fixed)** . This includes Basic, Allowances, Statutory contributions and other benefits as governed by company policies, subject to Income Tax regulations in force from time to time.
2. A detailed appointment order, outlining the terms and conditions shall be issued when you join the organization.
3. This offer is subject to acceptance from your end.
4. Your tentative joining date based on our mutual discussions is **1st July, 2021**. If this should change, please notify us by email on or before **1st June 2021**.
5. Please sign and return duplicate copy of this letter in acceptance of the above within **2 working days**.

We look forward to your joining our organization.

For Khumbu Information Systems Pvt Ltd.,

Team HR

I accept the offer and shall report for duty on or before _____

Signature of the Candidate

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" to the left.

J.P.Morgan

11-Jun-2021

Saicharan Chintha
H.No 3-66, Near Post Office, Akkannapet
-502115
MEDAK
Telangana
INDIA

Dear Saicharan Chintha,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2021, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Aug-2021. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR12,00,000 per annum and comprises the following components:

Rupees p.a.		
i)	Basic Salary	3,60,000
ii)	Housing Allowance	1,80,000
iii)	Special Allowance	5,76,800
iv)	Leave Travel Allowance	40,000
v)	Comp. contribution to Provident Fund	43,200
A.	Total Fixed Pay	12,00,000

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR1,00,000, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P.

J.P.Morgan

11-Jun-2021

Saicharan Chintha
H.No 3-66, Near Post Office, Akkannapet
-502115
MEDAK
Telangana
INDIA

Dear Saicharan Chintha,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

FACTSET) SEE THE ADVANTAGE

9/06/2021

K V N Sai Raam Reddy

Flat 104, Kuchipudi Residency, Sri Laxmi Nagar Colony,

Manikonda, Hyderabad. Pin: 500089.

Offer of Employment

Dear Sai Raam

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Software Engineer I** with effect from **14 June, 2021**. You will be based in our **India, Hyderabad, DVS, SEZ-3 - Orion B4,5; FL 8,10 (Hyderabad - Divyasree 2)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **INR 8,91,029** and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

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.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 2 working days of receipt of this letter, after which period this offer shall lapse automatically.

Haier



GE APPLIANCES
a Haier company

6th Floor, Unit 2,
Salarpuria Sattva Knowledge City,
Survey No.83/1, Plot No.2, Inorbit Mall Road,
Hyderabad-500081, T +91 40 6645 1800
Email: ~ApplianceIndiaHR@geappliance.com
Web: www.geappliances.com

24th June 2021

Santhosh Kanne
House No – 7-45/1, Near Hanuman Temple,
Salooru Village, Bodhan Mandal, Nizamabad District,
Hyderabad, Telangana - 503185

Subject: Appointment Letter

Dear Santhosh,

Welcome to GE Appliances, a Haier Company.

We are pleased to offer you the position of **Associate Developer, Salesforce Engagement Platform** at Level P1 in GE Appliances, a Haier Company under the legal entity of Wonder Global (India) Technology Centre Private Limited ("GEA" or "Company"). You will be reporting to **Sanjeev Upadhyay - Senior DT Manager - Engagement Platform**. This position will initially be based in Hyderabad, but is assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the [Employee Innovation and Proprietary Information Agreement] attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement to your HR manager.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours Sincerely,
For Wonder Global (India) Technology Centre Private Limited.

Hemavathi Byrappa
Director - Human Resources

Signed on 24th June 2021, Bangalore

Enclosures:

Annexure A - Compensation & Benefits

Annexure B - Terms and Conditions of Employment in duplicate

Annexure C - Employee Innovation and Proprietary Information Agreement in duplicate

CC: Payroll / Personal File

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:16-Mar-2021

**Sathvik Mansanpally
C9295865**

**4-9 Shivaji road, Jogipet,Sangareddy District
8008149775**

Dear Sathvik Mansanpally,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



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 65% and above or 6.5 CGPA or above, 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.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Version 6.1 Feb 2021

1

Mr. Sathvik
Candidate's Signature

Reference Id: 8e891a21-5231-49c2-8606-b2c7624bed39_1
Signed By: Mahesh Vasudeo Zurale

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Name : M. Sathvik

Roll No : 160117733170

Date:16-Mar-2021

Sathvik Mansanpally
C9295865

4-9 Shivaji road, Jogipet, Sangareddy District
8008149775

Dear Sathvik Mansanpally,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level-12

Job Family Group - Software Engineering



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 65% and above or 6.5 CGPA or above, 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.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Version 6.1 Feb 2021

1

M. Sathvik
Candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. 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 will be eligible to participate in the FY21 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. 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 LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that 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.

J.P.Morgan

10-Jun-2021

Satyajit Mohanty
D-806, Ramky Towers, Gachibowli
-500032
HYDERABAD
Telangana
INDIA

Dear Satyajit Mohanty,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/17/2021

Mr. Jada Shiva Kumar
16-2-751/93/F1/A/5/3, 1St Floor, Sri Venkateswara Nilayam
Sai Ram Colony, Saidabad,
Hyderabad - 500036

Subject: Offer of Employment

Dear Jada Shiva Kumar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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

ThoughtWorks®

OFFER LETTER

June 16, 2021

Tumre Siddharth

H No 4-9-317, Rickshaw Colony, Adilabad, 504001

Dear Siddharth,

Further to the personal interview held on April 23, 2021, ThoughtWorks Technologies (India) Private Limited ("the Company") is pleased to make an offer of employment to you as **Consultant - Graduate - Application Developer** starting August 2, 2021. You will be posted in our Hyderabad office. 3rd Floor, Apurupa Silpi, Beside H.P. Petrol Bunk, KFC Building, Rajiv Gandhi Nagar, Gachibowli, Hyderabad, Telangana 500032, India

You will be entitled to an aggregate annual compensation of **INR 640,000.00** ("Gross Salary") with Other Allowance/benefits with effect from the Start Date. The components of the Gross Salary will be as detailed in **Schedule 1**, attached hereto.

You shall, on the Start Date, be required to sign the employment agreement, (setting out in detail the terms and conditions of your employment) and the confidentiality agreement.

Please note that this offer is subject to satisfactory references being obtained from your current and past employer and completion of other joining formalities including the signing of the employment agreement and confidentiality agreement. Also, your employment with the Company shall be subject to the successful completion of a Background Verification Process.

The offer is held open for one (1) week from the date of this letter and shall expire thereafter unless your acceptance is received by the Company before 4.30 pm on July 9, 2021, please indicate your acceptance of the terms and conditions contained in this offer letter by signing this offer letter and returning it to the Company.

DocuSigned by:

Ramprasad Yadav

78D35D0D9D8D479...

DocuSigned by:

Siddharth Tumre

8E45C8AE5C394FB...

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

160117733174

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

June 02, 2021

Sreedeeep Rayavarapu

Dear Sreedeeep,

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

We offer you a starting compensation at an annual rate of INR 11,00,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

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

Components	Amount (INR) p.a.
A. Basic salary	4,60,189.00
B. Flexible Benefit Plan (FBP) **	5,62,453.00
C. Annual Gross Pay AGP (A+B)	10,22,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross (C+D+E)	11,00,000.00

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of INR 214357.81 toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

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

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

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



23-Mar-2021

Dear Srinath Gariganti,
B.Tech/B.E., Computer Science & Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15087934

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

ORACLE

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

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

June 02, 2021

Srinivasreddy Chitukula

Dear Srinivasreddy,

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

We offer you a starting compensation at an annual rate of **INR 11,00,000.00** payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

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

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C. Annual Gross Pay AGP (A+B)	10,22,642.00
D. Company's contribution to PF	55,223.00
E. Company's contribution to Gratuity	22,135.00
Total Gross (C+D+E)	11,00,000.00

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

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

Relocation Assistance:

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

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

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

Reputation

Date: June 1st, 2021

Sujan Chithaluri

H.No 4-145/2, Upstairs Gromore,
Beside Radhakrishna Murthy Hospital,
UPS Road, Kallur, Khammam Dist, Telangana, PIN: 507209

Sub: Letter of Appointment

Dear Sujan,

We are pleased to offer you the position of **Software Engineer** at Reputation.com India Private Limited ("Company"), having its registered office at Manjeera Trinity Corporate, 2nd Floor, # 203, K P H B Phase 3, Kukatpally Hyderabad - 500072, Telangana, India, on the following terms and conditions.

- 1. Location:** You will be based at the Company's offices in Hyderabad. The Company retains the right to transfer you to any other office, or department, within or outside India. On such a transfer, you will be governed by the rules and regulations and other working/service conditions as applicable at the place of posting. You agree and understand that at all times you will maintain a validity period of at least 6 months in your passport, to facilitate traveling outside India, for business needs, as and when required by the Company.
- 2. Probation:** You will be on probation for a period of 6 months from the Joining Date (as defined hereinafter). During this period, the Company will review and evaluate your performance. At the end of the Probation Period, the Company reserves the right to a) terminate your services immediately, without any notice; b) extend the period; or c) confirm you as a regular employee, in writing, or electronically (via an email). During the Probation Period, the Company reserves the right to terminate your employment at any time, without notice. If you choose to terminate your employment during probation you will be required to serve one month notice.
- 3. Compensation:** Your compensation package will be **INR 1,200,000 (Twelve Lakhs Rupees Only) per annum**. The breakup of emoluments is appended to this letter. Your salary will be payable as per the addendum in accordance with the Company policy and payroll procedure and will be subject to all tax and other statutory deductions. Your salary will be reviewed periodically by the Company in accordance with the policies of the Company as in effect from time to time. The Company also reserves the right to downward revise the Employee's Salary.
- 4. Bonus:** You will be eligible for a performance bonus based on the attainment of performance targets as are set by the Company and other prescribed objectives. The Company shall have absolute discretion vis-à-vis payment of performance bonus and no employee has a right to claim performance bonus. The performance bonus amount will be **INR 120,000 (One Lakh Twenty Thousands Rupees Only) per annum paid on a quarterly basis** and will be subject to statutory tax deductions as applicable.

CIN: U72200TG2014FTC095776

Regd. Office: Manjeera Trinity Corporate, 2nd Floor, # 203, K P H B Phase 3, Kukatpally Hyderabad - 500072, Telangana
Tel.: +91-40-29802646 Email: fdc-admin@reputation.com www.reputation.com

April 23, 2021

Supreet Voona

Flat No. 205, Gayatri's Sai Nilayam, Jai Bharath Nagar
Nizampet Road, Hyderabad, Telangana-500085
India

Dear Supreet,

Employment Offer Letter

It is my pleasure to offer you the position of **Associate Software Engineer** with ServiceNow Software Development India Private Limited (the "Company"), on the terms set out in the enclosed contract of employment (the "Employment Contract"). Everything we do at ServiceNow is about unlocking potential - in workplaces around the world and also within our organization. We create an environment that enables our people to do their best work. Our culture and benefits encourage employees to stay healthy, happy, engaged and growing. We keep our people at the center of everything we do. We look forward to welcoming you into our diverse, creative, fast-growing team that is changing how the world works.

The full terms of your employment offer are set out in the Employment Contract. However, a summary of some of the key terms is as follows:

- Your start date has been scheduled for **June 14, 2021**
- Your place of work will be the Company's offices located at Floor 17, Parcel 2, Plot-2, Phase-2, Survey 83/1, Argus Salarpuria Knowledge City, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India.
- Your gross base salary (total fixed compensation) will be **INR 1,100,000** per annum. The break-up for your base salary is provided in the Annexure to this Offer Letter.
- You will be eligible to participate in the Company's Corporate Bonus Plan (the "Bonus Plan") and your annual incentive bonus target (which is payable in accordance with the terms of the Bonus Plan) will be **INR 110,000**, which is **10%** of your base salary.
- You will be eligible for 15 days' annual leave. Your annual leave will accrue rateably from your date of hire. Any leave requires approval by your manager. The maximum period of leave that may be taken at one time is 2 weeks. In addition to annual leave, you will be entitled to the paid national and festival holidays as declared by the Company.
- Additionally, you will be eligible to earn a one-time sign-on bonus of **INR 300,000** (gross) (the "Sign-On Bonus") subject to all applicable taxes and withholdings, provided that you complete one (1) year of employment with the Company. The Company will advance the Sign-On Bonus to you within two (2) regular payroll periods following the completion of thirty (30) days of employment. The Sign-On Bonus is being advanced to you by the Company and is not earned until you have completed one (1) year of employment with the Company. You understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct prior to the completion of one (1) year of employment, you will be required to reimburse the Company the total gross amount of the Sign-On Bonus advanced to you. In the event the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the

16011 7733180

Infosys[®]
Navigate your next



HRD/NOBA/1001725312

September 21, 2021

Mr. Varun Bamandlapelly
31-3-2278/1, Durgadas Colony
Hanamkonda, Warangal
Hanamkonda - 506001
Telangana
India
Ph: (91) 77807 92013

Dear Varun,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Company Confidential - This communication is confidential between you and Infosys Limited.



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

08/17/2021

Mr. Vishnu Gadam
6-1-138 A/1 A/2 Flat 403, Sheela Residency,
Padmaraonagar, Secunderabad,
HYDERABAD - 500025

Subject: Offer of Employment

Dear Vishnu Gadam:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **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 **September 27, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **September 27, 2021**. 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



February 17, 2021

Vishnu Vardhan Reddy Palli

H-No: 4-66, Bus stand Road, Kyathur Village, Alampur Mandal, Jogulamba Gadwal District

Hyderabad, Telangana - 509153

7997216460

pallivishnu4444@gmail.com

Dear Vishnu Vardhan Reddy Palli:

We are pleased to offer you employment with Micron Technology Operations India LLP (Micron) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (Standard Terms) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Subject to the conditions set out in section 9 of this offer letter, your employment with Micron will commence on August 12, 2021.

2. Position

Micron will employ you on a full-time basis in the position of Associate Engineer - IT Software, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor, Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the SR. Manager - IT Office OF CIO and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) Your successful completion of a probationary period of six months (see clause 2 of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) The conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) If relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) Termination in accordance with clause 6 of the Standard Terms and the requirements of applicable law.

The required period of notice for clauses 6.1 and 6.1(b) of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

Micron Technology Operations India LLP
Registered Address: The Skyview 20, 2nd, 4th, 5th, 6th and 7th Floor
Sy. No. 83/1, Plot Nos. 22, 23, 24, 30/A, 31, 32 and 33, Raidurg (Panmaqtha) Village Serilingampally Mandal, Ranga Reddy District
Hyderabad - 500081, Telangana, India micron.com

J.P.Morgan

06-Jul-2021

Rohit Dandamudi
Flat no-301, Sri Sai raghava residency
Balaji nagar, Kukatpally
-500072
HYDERABAD
Telangana
INDIA

Dear Rohit Dandamudi,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 09-Jul-2021.

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

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

B. Bhargav Sai
160117733301

June 26, 2021
Ref: LTI/HR/ENB/T0029377

Mr. Bhargav Sai Bolisetty

1 25 141/11, Sai Datta Colony, Behind Aalphores Bhudevi Nagar, Alwal, Secunderabad. Bhudevi Nagar 5
temples
Hyderabad-500015
Telangana, India
Tel: 8008608072

Dear Mr. Bhargav Sai Bolisetty,

LETTER OF APPOINTMENT AS GRADUATE ENGINEER TRAINEE

With reference to the Offer Of Employment given to you, we have pleasure in appointing you as a Graduate Engineer Trainee on the following terms and conditions:-

1. MEDICAL FITNESS AND OTHER REQUIREMENTS

- a) Being found medically fit by our authorized doctor.
- b) Conforming to the eligibility criteria mentioned in the offer of employment issued to you.
- c) Signing Letter of Undertaking with the company and /or Bank Guarantee as per the specified format.
- d) Clear scan copy of mandatory documents to be uploaded within one week in the portal.

2. PERIOD OF TRAINING

The Period of training will be one(1) year from the date you report for training. If applicable, during the training you will be registered with the Director of Training and Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.

Your training will commence on June 29, 2021 and will consist of classroom and/or on the job training. It is essential that you join on the date as mentioned above. If you do not report for training on the stipulated date, this letter of appointment will stand withdrawn.

During the training you will be registered with the Director of Training and Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.

During the training period, you will be continuously evaluated. In case you do not complete the training to our satisfaction, the appointment stands automatically cancelled.

3. STIPEND & ALLOWANCES

LTI-Confidential



A Larsen & Toubro
Group Company

1601177 33302

Infosys[®]

Navigate your next

June 30, 2021

HRD/3T/1001720776/21-22

Ms. Vaishnavi Kubeer
H.No:6-2-76/102, Anvitha Residency,
Subhashnagar,
Nizamabad-503002
India

Ph: +91-7729910080

Dear Vaishnavi,

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.30 11:57:45 IST
Reason: Digitally Signed
Location: Bangalore

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

Date: 27th August, 2021

Mr. Mohammed Abdul Mujeeb,

OFFER AND APPOINTMENT LETTER

Dear Mr. Mohammed Abdul Mujeeb,

We are pleased to appoint you for the role of **Software Engineer Trainee - Information Technology** in Bharat Financial Inclusion Limited (100% Subsidiary of IndusInd Bank Limited) having its registered office at One World Centre, Tower 1, 8th Floor, 841 Senapati Bapat Marg, Elphinstone, Mumbai – 400013 and Head Office at 3rd Floor, My Home Tycoon, Block A, 6-3-1192, Kundanbagh, Begumpet, Hyderabad- 500 016, Telangana, India (hereinafter referred to as BFIL or "the Company"), subject to your acceptance of the Terms and Conditions of Employment as follows:

APPOINTMENT

The terms governing this appointment will be effective from the date of joining. The duration for determining the period for confirmation of service/ or any other policy matter shall be reckoned from the date of your joining duty.

REPORTING AND RESPONSIBILITIES

You will be reporting to **Principal Manager - Information Technology** or whosoever the Company may subsequently specify. In your assignment you will be required to perform duties as more particularly laid down in the Job Description for your position.

POSTING AND TRANSFER

Your initial posting will be at **Head Office**. However, your services are liable to be transferred, at the sole discretion of Management, in the same position or such other capacity as the Company may determine, to any department / division / location at any place in India, whether existing today or which may come up in future. In such a case, you will be governed by the provisions mentioned explicitly in the transfer policy.

REMUNERATION

The Company shall pay during the continuance of your employment hereunder, an annual CTC of **Rs.3,50,000 /- per annum. Your total minimum monthly gross salary will be Rs.27,385 /- (In words, Rupees Twenty Seven Thousand Three Hundred Eighty Five Only). The Salary Sheet is annexed herewith as Annexure 1.**

Signature of the employee.....
(Signifying acceptance)

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

160117733305

Date:27-Jul-2021

Anirudh Mahadevuni
C9822156

H.NO: 10-11/15, Vill&Mdl: Odela, Dist: Peddapalli
8309896163

Dear Anirudh Mahadevuni,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- 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". 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 65% and above or 6.5 CGPA and above in the current degree 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.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 283c9352-e82d-4bb7-a7e4-48238360888e_1
Signed By: Mahesh Vasudeo Zurale

306

Fwd: Roll no- 160117733306 20-21 passout

Smt.G.Vanitha Assistant Professor <gvanitha_cse@cbit.ac.in>
To: "Smt K.Spandana Assistant Professor" <kspandana_cse@cbit.ac.in>

Sat, Nov 27, 2021 at 10:01 AM

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

From: **Smt I.Srujana Assistant Professor** <isrujana_cse@cbit.ac.in>
Date: Wed, Nov 24, 2021 at 11:20 AM
Subject: Fwd: Roll no- 160117733306
To: Smt.G.Vanitha Assistant Professor <gvanitha_cse@cbit.ac.in>, Smt K.Spandana Assistant Professor <kspandana_cse@cbit.ac.in>

Srujana Inturi
Assistant Professor
CSE Department,CBIT

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

From: **laxman yadav** <laxman.dabbukottu@gmail.com>
Date: Tue, Nov 23, 2021 at 12:51 PM
Subject: Roll no- 160117733306
To: <isrujana_cse@cbit.ac.in>

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

From: **Campus HR Team** <wipro+email+2nyc9-1de4a59be7@talent.icims.com>
Date: Mon, Nov 22, 2021, 11:59 AM
Subject: Request to upload documents for background check - Campus
To: <laxman.dabbukottu@gmail.com>



Dear Dabbukottu Laxman,

Thank you for your interest in joining Wipro. As a part of our hiring process, we need to conduct background verification, necessary for employment with Wipro.

This position is contingent on a completed and approved background verification.

160117733312

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC346369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4633030

Registered Office: D06 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

14th September 2021

Kolluri Meghana
8-4-369/16ff, block no:26, prashanth nagar,
site3, borabanda, hyd-18

Dear Kolluri Meghana,

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer in band E1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **16 September 2021** at 9:00 A.M at the following address **Obsolete-Pune - BUSINESS BAY YERWADA**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 4,75,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

HCL Confidential

HCL

1604773314

HCL TECHNOLOGIES LTD
Corporate Identity Number : L74140DL1991PLC046569
Technology Hub - Special Economic Zone
Plot No. 3A, Sector 12B, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683000
Registered Office: B08 Siddharth, 60, Noida Phase, New Delhi-110078, India
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 21, 2021

**Dear E Haritha,
3-14-2/106, Srinivasapuram colony , Ramanthapur
Amberpet, Hyderabad,
Telangana, India, 500013**

Dear E Haritha, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 23, 2021** at 9:00 A.M at the following address **Obsolete-Pune - BUSINESS BAY YERWADA** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 4,75,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

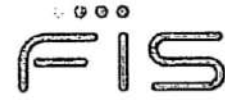
You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL



August 17, 2021

Dharani Saripally

Bangalore

dharanisaripally@gmail.com

Offer Letter

Dear Dharani Saripally,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- | | |
|----------------------------|--|
| 1. Designation | IT Trainee / Global Title – InP - IT Trainee |
| 2. Company | Fidelity Information Services India Private Ltd |
| 3. Place of Posting: | 2 nd & 3 rd Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone
Whitefield Road, Bangalore – 560066 |
| 4. Date of Joining | 30th August 2021 |
| 5. Compensation & Benefits | Annual Fixed Pay : Rs. 465116/-
Performance Pay : Rs. 34884/-
Total Compensation (TC) : Rs. 500000/- |

Break up of above Compensation details are provided in Annexure I

- | | |
|------------------------------|--|
| 6. Background Checks: | Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. |
| 7. Confidentiality: | You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company. |
| 8. Notice Period: | Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution. |
| 9. Probation Period: | You will be on probation initially for a period of 6 [six] months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation. |

160117733319

Candidate ID: 4510245 /951879,

Date of Joining: 09/09/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Munitally Abhignya,

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

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

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

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" that loops around the name.

J.P.Morgan

10-Jun-2021

Rakesh Sirikonda
#23-148, Opp. Geethanjali School, Thilak Nagar, Mancherial
-504208
MANCHERIAL
Telangana
INDIA

Dear Rakesh Sirikonda,

Your Employment by J.P. Morgan

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

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

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

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 14-Jun-2021.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2021, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Aug-2021. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR12,00,000 per annum and comprises the following components:

Rupees p.a.		
i)	Basic Salary	3,60,000
ii)	Housing Allowance	1,80,000
iii)	Special Allowance	5,76,800
iv)	Leave Travel Allowance	40,000
v)	Comp. contribution to Provident Fund	43,200
A.	Total Fixed Pay	12,00,000

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR1,00,000, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P.



22-Mar-2021

Dear Radhika Mandala,
B.Tech/B.E., Computer Science & Engineering
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15087947

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

160117733327.



OFFER CUM APPOINTMENT LETTER

Shiva Sai Talla
Flat no 303, J.L.N.R Residency, Venkata Sai enclave, Jillelaguda
Hyderabad
500079
IN

Dear Shiva Sai,

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 **Programmer Analyst 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 **14-Jun-2021.**

2. Duties

- 2.1 You will be employed in the position of **Programmer Analyst**. 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.

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

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5. Remuneration

5.1 Your Annual Base Pay will be **Rs.2,00,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

5.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

5.3 You will also receive a sign-on bonus of **Rs.400,000** for the first year and **Rs.200,000** for the second year, which will be paid in twelve monthly instalments, starting at the end of your first month of employment, subject to your continued employment with the Company. The said bonus amount will be payable in accordance with the Company's standard payroll practice and subject to withholding applicable taxes. If your employment with the Company is terminated for any reason during your first two years of employment, the said monthly payments will cease after the date of termination and you will not be entitled to any further payments.

6. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization (EPFO), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the

REGISTERED OFFICE : # 25/1, 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 CH : 0723000A2001FFC034233

160117733328

MassMutual
Global Business Services India LLP

Friday, August 06, 2021

Archana Gopala,
3-13, Kokapet, K V Rangareddy,
Telangana- 500075.

Subject: Offer Letter

Dear Archana,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Technology Operations, reporting to Rajesh Veliyaveetil, Director, Technology Delivery, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad -500008, Telangana.

Your employment starts on Thursday, August 12, 2021. Your Target CTC (Cost to Company) totaling INR 5,00,075 per annum will be comprised of:

- Basic Pay of INR 241,000 earned and payable monthly (monthly rate of INR 20,083)
- Bonus / Ex-Gratia of INR 48,200 earned and payable monthly (monthly rate of INR 4,017)
- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - o Housing Rent Allowance
 - o Leave Travel Allowance
 - o Child Education and/or Hostel Allowances
 - o Meal Voucher or Onsite Meals
 - o Balance allowance – Total allowance amount minus discretionary amounts you decide above
- Provident Fund (Employer Contribution) of 12% of Basic Pay, INR 28,920 (monthly rate of INR 2,410)
- Gratuity, INR 11,592 (monthly INR 966) accrued for monthly and payable at the time of termination following a minimum of 5 years of active service
- Annual target short-term incentive of INR 18,075 paid annually at the discretion of the Company

Additionally, you will be eligible for insurance benefits including medical, dental, vision and life cover (parental or parent-in-law medical cover option) and Employee Assistance Program. You are eligible for annual paid time-off of 25 days and 10 annual declared holidays.

Please note that the above employment offer is contingent upon you successfully completing the Bachelor of Engineering graduation course without any pending subjects in any of the semesters in your curriculum, at the time of joining MassMutual.

To accept this offer of employment, please print the attached letter and sign it. Please scan a copy of the signed offer letter and email it back by replying to the email or sending it to RTangirala@massmutual.com attaching the signed letter.

If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please call me at +1 603 531-9876.

We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,



Ravi Tangirala
Head, GCC-
India

Offer Accepted By: _____ Date: _____

MassMutual

Global Business Services India LLP

Tuesday, June 22, 2021

Sai Keerthana V,
10-1-64/5/1-A, Near Durga Temple, Balaj
i colony, Lingoji guda, Saroornagar, Telangana- 500035.

Subject: Offer Letter

Dear Keerthana,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Quality Assurance, reporting to Kartik Ayalh, Director, Quality Assurance, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad -500008, Telangana.

Your employment starts on Monday, August 09, 2021. Your Target CTC (Cost to Company) totaling INR 5,00,075 per annum will be comprised of:

- Basic Pay of INR 241,000 earned and payable monthly (monthly rate of INR 20,083)
- Bonus / Ex-Gratia of INR 48,200 earned and payable monthly (monthly rate of INR 4,017)
- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - Housing Rent Allowance
 - Leave Travel Allowance
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 - Meal Voucher or Onsite Meals
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- Provident Fund (Employer Contribution) of 12% of Basic Pay, INR 28,920 (monthly rate of INR 2,410)
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We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,



Ravi Tangirala
Head, GCC-India

Offer Accepted By: _____ Date: _____

Tuesday, June 22, 2021

Sai Keerthana V,
10-1-64/5/1-A, Near Durga Temple, Balaji
colony, Lingojiguda, Saroornagar, Telangana- 500035.

Subject: Offer Letter

Dear Keerthana,

On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our conditional offer of employment, as Analyst, Quality Assurance, reporting to Kartik Ayalh, Director, Quality Assurance, MassMutual India GCC. Your work location will be at the 7th Floor, Block 1, BSR IT SEZ, Serilingampally Mandal, Nanakramguda Village, Rangareddy District, Hyderabad -500008, Telangana.

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- Total Allowances, INR 152,288 (monthly INR 12,691) as allowed by law and decided at your discretion unless otherwise noted, including:
 - Housing Rent Allowance
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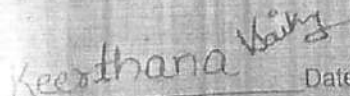
If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please call me at +1 603 531-9876.

We look forward to welcoming you and are excited about the contributions you will make as we build our company. Best

Best regards,


Ravi Tangirala
Head, GCC-India

Offer Accepted By:


Keerthana V

Date:

23/06/2021