

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. 559 to 721

S. No.	Name of the student placed	Program graduated from
559	SAHER ZAINAB	B.Tech. Biotechnology
560	JOSHI AKANKSHA	B.Tech. Biotechnology
561	AKSHITHA G	B.Tech. Biotechnology
562	KOKU HANITHA REDDY	B.Tech. Biotechnology
563	B NAVYA	B.Tech. Biotechnology
564	NITIKA GIRIDHAR CHINTAMANENI	B.Tech. Biotechnology
565	V PRAHARSHITA	B.Tech. Biotechnology
566	ROSHITHA VEGESANA	B.Tech. Biotechnology
567	ROSHNI RAJ	B.Tech. Biotechnology
568	DAKOOR SAI HARSHITHA	B.Tech. Biotechnology
569	A SNEHA	B.Tech. Biotechnology
570	GADELA SRESHTA	B.Tech. Biotechnology
571	Sri Lalitha Amrita Garlapati	B.Tech. Biotechnology
572	NADIMPALLI SPHOORTHY	B.Tech. Biotechnology
573	PODURI SWARAJ NEEHARIKA	B.Tech. Biotechnology
574	MEDURI VENKATA KRISHNASAI RUTHWICK	B.Tech. Biotechnology
575	BANOTH CHANDAR	B.Tech. Biotechnology
576	K MAHITHA	B.Tech. Biotechnology
577	UTTANOORU SAI CHARAN REDDY	B.Tech. Biotechnology
578	RANGISETTI AS LALITH KUMAR	B.E.(civil)
579	KONKI VINEETH RAJ	B.E.(civil)
580	ADHARSHA ADIPELLY	B.E.(civil)
581	BHAVANI AGGE	B.E.(civil)
582	E LOKESHWARI	B.E.(civil)
583	MANISHA GORRE	B.E.(civil)
584	SINDHU KURUBA	B.E.(civil)
585	VENKATA MOUNIKA AGNIGUNDALA	B.E.(civil)
586	ARAVIND CHELIKANI	B.E.(civil)
587	KARTHIK CHOUDARY KOMMI	B.E.(civil)
588	MOHOMMED AWAZE UR RAHAMAN	B.E.(civil)

589	ROHIT ALEX O	B.E.(civil)
590	SAI VISHAL NAVILE	B.E.(civil)
591	SHIVA KOLUPOLU	B.E.(civil)
592	MOHAMMED FAHEEM UDDIN	B.E.(civil)
593	GAJULA NARENDAR	B.E.(civil)
594	NIVEDITHA AKULA	B.E.(civil)
595	SATHYAVATHI SIRIPANGI	B.E.(civil)
596	SRI NAYANI GAJJI	B.E.(civil)
597	SRIVANI LINGAMPALLY	B.E.(civil)
598	UDAYA SRI BANDI	B.E.(civil)
599	KAMAL NAYAN MUDIGONDA	B.E.(civil)
600	RAKESH ANNAMANENI	B.E.(civil)
601	SAI NAVEEN BALLA	B.E.(civil)
602	SHASHIKUMAR REDDY KOMATIREDDY	B.E.(civil)
603	SUMANTH ABBU	B.E.(civil)
604	VARA PRASAD MALYALA	B.E.(civil)
605	SINGARI SHIRISHA	B.E.(civil)
606	PADAKANTI LAYA	B.E.(civil)
607	RAGUSALA ARCHANA	B.E.(civil)
608	PRATYUSHA BADRI	B.E.(civil)
609	Mohammed Shanawaz	B.E.(civil)
610	Snehith Nag	B.E.(civil)
611	Banoth Naveen	B.E.(civil)
612	Immadietti Venkat Haneesh	B.E.(civil)
613	Neha Mankala	B.Tech (Chemical Engineering)
614	Vijaya Raju Kesanapalli	B.Tech (Chemical Engineering)
615	Sai Nitheesh Magasani	B.Tech (Chemical Engineering)
616	Suhanth P	B.Tech (Chemical Engineering)
617	Harshitha Irgi	B.Tech (Chemical Engineering)
618	M Mounika	B.Tech (Chemical Engineering)
619	Abhishek Changde	B.Tech (Chemical Engineering)
620	Manasa Kamidi	B.Tech (Chemical Engineering)
621	G.Lokesh sai	B.Tech (Chemical Engineering)
622	Abhishek Babu	B.Tech (Chemical Engineering)
623	Poojitha kandati	B.Tech (Chemical Engineering)
624	Hanusha Durishetty	B.Tech (Chemical Engineering)
625	Phanindra Gupta	B.Tech (Chemical Engineering)
626	Harsh Agarwal	B.Tech (Chemical Engineering)
627	P Ravi Teja	B.Tech (Chemical Engineering)
628	Shivaprasad Mekhala	B.Tech (Chemical Engineering)
629	K. Rithusha	B.Tech (Chemical Engineering)
630	Ketan Chungi	B.Tech (Chemical Engineering)
631	J Yuvaraju	B.Tech (Chemical Engineering)
632	Hemanth Kumar	BE_EEE
633	B.Akshita	BE_EEE
634	Iswarya	BE_EEE
635	Jhansi	BE_EEE

636	Priyanka	BE_EEE
637	Revathi	BE_EEE
638	GUNDAGANI SADHANA	BE_EEE
639	Keerthi	BE_EEE
640	C.Shaheen	BE_EEE
641	D.Sharvya	BE_EEE
642	Swetha.L	BE_EEE
643	Y.Veditha Lakshmi	BE_EEE
644	G.Akhil Reddy	BE_EEE
645	MACHARLA AKSHITH	BE_EEE
646	Giricharan	BE_EEE
647	Gopi Krishna	BE_EEE
648	Harshith Reddy	BE_EEE
649	D.Hrishikes Sai	BE_EEE
650	Jay Sankeerth	BE_EEE
651	Mahesh Netha	BE_EEE
652	B.Mahesh Reddy	BE_EEE
653	Manoj Kudikala	BE_EEE
654	Nanaji Gurle	BE_EEE
655	GURRALA NAVEEN REDDY	BE_EEE
656	Nikhil Reddy Vakiti	BE_EEE
657	Pavan Pulimamidi	BE_EEE
658	Sai Charan.M	BE_EEE
659	Sai Naveen	BE_EEE
660	Sai Surya	BE_EEE
661	Sai Harsha Reddy	BE_EEE
662	Srikanth Pilli	BE_EEE
663	S. Srivastav	BE_EEE
664	Srivibhavan	BE_EEE
665	Atheli Vijay Chnadra	BE_EEE
666	P.Vinod	BE_EEE
667	P. Vishwanath	BE_EEE
668	Yoganand Sagar	BE_EEE
669	Nikhil Reddy Karra	BE_EEE
670	G L V Jahnavi	BE_EEE
671	T.lavanya	BE_EEE
672	Amgoth Mounika Nayak	BE_EEE
673	A. Neha Saraswathi	BE_EEE
674	Tuppathi Priyanka	BE_EEE
675	Ravali lankalapalli	BE_EEE
676	Gilakathula Shrinijja	BE_EEE
677	Abhilash Budharapu	BE_EEE
678	Abhiroop Manikonda	BE_EEE
679	Akshith Nagelly	BE_EEE
680	M.Arun Kumar	BE_EEE
681	Bharath Todupunoori	BE_EEE
682	Dheeraj Arumulla	BE_EEE

683	Harshith molugu	BE_EEE
684	M. Himanth kumar	BE_EEE
685	V.Indrasena Reddy	BE_EEE
686	M Kalyan Sai Vinay	BE_EEE
687	Nanavath kishan	BE_EEE
688	Choppakatla koushik	BE_EEE
689	Yeluripati S V Krishna Karthik	BE_EEE
690	Vijjagiri Manideep	BE_EEE
691	T. Maniver Reddy	BE_EEE
692	Ch.Manoj Kumar	BE_EEE
693	Pasupuleti mohit srinivas mahaveer	BE_EEE
694	Dharmaju Pavan Kumar	BE_EEE
695	Ramagiri.Poojith	BE_EEE
696	G.Rakesh goud	BE_EEE
697	Tiwari Sagar	BE_EEE
698	Rayaprolu sai Deekshith	BE_EEE
699	VOGGU SAI KRISHNA	BE_EEE
700	Chinnam Sai Kumar	BE_EEE
701	A. Sai Pranay Reddy	BE_EEE
702	Sai Rohit Kappala	BE_EEE
703	Saiteja Narahari	BE_EEE
704	Joel Vinod Singavarapu	BE_EEE
705	Srinivas Reddy Duggampudi	BE_EEE
706	Chitti Suryateja Reddy	BE_EEE
707	B. S. D Vardhan	BE_EEE
708	Vashist Nuligonda	BE_EEE
709	A S N YASHWANTH	BE_EEE
710	Baratam Yashwanth	BE_EEE
711	Yeshwanth Rayankula	BE_EEE
712	Yenugandula Ranadheer	BE_EEE
713	Kandukuri Sai Sheetal	BE_EEE
714	Abbagowni Akash	BE_EEE
715	PINGILI RAMYA	BE_EEE
716	SURYA RAMYA	BE-EEE
717	K Mallesh	BE-EEE
718	Rohith Solipuram	BE-EEE
719	Chitrapally Sai Kishore	PG-PS & PE
720	Anirveda K	PG-PS & PE
721	Saini Varshini	PG-PS & PE

Ref No: 15088413
12-Nov-2021



Kasturi Mahitha

Dear **Kasturi**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Junior Researcher** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 180,003**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **17-Nov-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"),

Shibu Balakrishnan
Sr. Director-Talent Acquisition

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

Signature:

Date:

Compensation and Benefits

Name: Kasturi Mahitha

Designation: Junior Researcher

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1114.285714	13,371
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	2412	28,944
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	374	4,488
	Annual Gross Compensation		180,003
	Annual Total Compensation		180,003
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		199,503

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter,

excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 12-Nov-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kasturi Mahitha, ____ (Age) ,residing at _____
(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of

the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days

including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee

member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The

Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This

Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited**Kasturi Mahitha**

Shibu Balakrishnan
Sr. Director-Talent Acquisition

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

Signature:**Date:**

From: [Somesh Tiwari](#)
To: [venkata.krishnasai.ruthwick.meduri](#)
Cc: [Kishore Lolakpuri](#); [Srikanth Kataram](#); [Kriti Shukla](#)
Subject: Dr. Reddy's Email Offer 2021 | Meduri Venkata Krishnasai Ruthwick
Date: 09 July 2021 13:13:30
Attachments: [Apollo Centres \(1\).xlsx](#)
[Conflict of Interest Policy with Declaration \(1\).pdf](#)
[Pre-employment Medical Examination \(1\).pdf](#)
[Relocation Document - Campus.pdf](#)
[SRL Centres \(1\).xls](#)

Dear Ruthwick,

Congratulations!

Based on our interaction with you, we are pleased to offer you a position of **Technical Trainee**.

In terms of **Fixed Cost to Company (Fixed CTC)**, we are offering you **Rs. 3.5 Lakhs per annum (Rupees Three Lakhs Fifty Thousand only)**. The details of your compensation break-up is given below. Apart from the above, you will be entitled for relocation allowance as enclosed in the email.

Fixed TCC	3,50,000		
SALARY COMPONENTS	Monthly	Yearly	Remarks
Basic	15,000	1,80,000	
House Rent Allowance	6,000	72,000	40 % of Basic
Education Allowance	200	2,400	Fixed
Minimum Guaranteed Bonus	4,767	57,200	
Statutory Monthly Interim Bonus	700	8,400	
Sub Total	26,667	3,20,000	
Provident Fund	1,800	21,600	12 % of Basic
Bonus / Exgratia	700	8,400	Fixed Annual Component
Total Fixed		3,50,000	
Variable Payouts: In addition to the above, you are eligible for a Variable Payout of 10%. The actual pay-out may be higher or lower with respect to the target Variable Pay depending on your performance, the company's performance, and your Business Unit's performance.			

As part of the Skill India initiatives by the Government of India and in line with the recent changes in the Apprenticeship Act, 1961 and Rules thereunder, it is obligatory for Dr. Reddy's to engage apprentices in its factories/ establishments and run an apprenticeship programme. Accordingly, as also communicated during the selection process, we wish to inform you that, once you accept this offer, the Company will enroll you under the Apprenticeship Scheme for a period of 1 year from the date of your appointment in the Company. You shall get a communication from Directorate General of Training informing you about the said enrolment soon after you join.

As a part of the joining formalities, you will be required to undergo a pre-employment medical check-up. This offer for employment is subject to you being medically declared fit as per the tests prescribed by us. You are requested to go to any of the attached SRL/ Apollo diagnostic centers and carry a copy of the Pre-employment medical form, along with a passport sized photograph and photo identification proof (PAN card / Driving License/Passport). You need to go with a fasting stomach and the payment mode is bill to company. To enable your medical check-up given the situation, please refer to point number (c) below.

As on the date of this offer, if you have not received the final result in the qualifying exam/professional degree, it shall be understood and acknowledged that this offer is subject to you obtaining qualifying marks of at least 60% aggregate in the examination on the date of announcement of results without any backlogs, failing to which we may at our sole discretion terminate this offer immediately without payment of any kind of compensation.

If you have any clarification on the offer, please feel free to discuss the same with me. As a token of acceptance of our offer, please send us the confirmation of the acceptance of our offer before end of day, **9th July'2021** on receipt of this email.

Note:

- a) Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification.
- b) Your date of joining is **12th July'2021**.
- c) You will be required to undergo a proper medical checkup before you join. To help you schedule an appointment we have attached the list of centers. To schedule an appointment, kindly send a mail to the nearest center from the list and mark us in cc. Request you to share the details in the below format. **Kindly note medical check-up has to be completed before the date of joining.**

Name	Preferred location to appear for medical test (based on the lists attached)	Contact number

- d) Reporting Location: Hyderabad.
- e) Initial accommodation for first 15 days will be provided by us. You need to inform the date of arrival to your workplace.
- f) You should make your own travel arrangements and get it reimbursed as per the policy. In case if you are taking a flight, we will reimburse the amount equivalent to 2nd AC Train fare.
- g) If you are unable to get any Apollo/SRL centers near your place, please get it done at any government hospital or any private diagnostic center and we will reimburse Rs. 1500/- only.

The purpose of our existence is "**We accelerate access to affordable and innovative medicine because Good Health Can't Wait**". This in itself makes our working at Dr. Reddy's meaningful and exciting. We are glad to have you join us in this journey.

Please email me any queries you have.

Regards,
[Somesh Tiwari](#)
 Talent Management CoE - Corporate HR

Dr. Reddy's Laboratories Ltd.
 Corporate Office
 8-2-337 Road #3, Banjara Hills, Hyderabad - 500034
 Telangana, India

Mobile: +91 9795988320
 E-mail: someshtiwari1@drreddys.com

Good Health Can't Wait.

Disclaimer

This message may contains legally privileged and/or confidential information. If you are not the intended recipient(s), or employee or agent responsible for delivery of this message to the intended recipient(s), you are hereby notified that any dissemination, distribution or copying of this e-mail message is strictly prohibited. If you have received this message in error, please immediately notify the sender and delete this e-mail message from your computer. **WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.**



Date: May 31, 2021

Ref: LTI/HR/Campus/EN6/2021

Name: Poduri Swaraj Neeharika

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Poduri Swaraj Neeharika,

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.6,52,629/-** 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.

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
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.



1/6/21

Signature and Date



23-Mar-2021

Dear Nadimpalli Sphoorthy,
B.Tech/B.E., Biotechnology
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15088427

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.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Nadimpalli Sphoorthy **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



Dr. Reddy's Laboratories Ltd.
8-2-337, Road No. 3, Banjara Hills,
Hyderabad - 500 034, Telangana,
India.
CIN: L85195TG1984PLC004507

Tel : +91 40 4900 2900
Fax : +91 40 4900 2999
Email : mail@drreddys.com
www.drreddys.com

Dated: 12-07-2021

To,

Sneha Ayyamolia
Flat.no.203,Gayatri Apartment
Subashnagar, Mahabubnagar
Telangana- 509001, India.

Dear **Sneha Ayyamolia**,

SUBJECT: Offer cum Appointment letter for the post of **Technical Trainee**

On behalf of the management of Dr Reddy's Laboratories Limited, I take great pleasure in offering you appointment as **Technical Trainee** in the work level **TT**.

The terms and conditions of the employment are as per Annexure - I.

Your fixed Total Cost to Company (TCC), including all benefits will be **INR 350000/-** (Rupees Three Lakhs Fifty Thousand only) per annum. The detailed breakup of the TCC is as per in Annexure-II. In addition you shall be eligible for a target performance bonus of 10% of your fixed TCC. The exact payout will depend on the performance of the organization, respective business unit and yourself, which could be higher or lower.

As on the date of this Offer, if you have not received the final result in the qualifying exam/professional degree, it shall be understood and acknowledged that this Offer is subject to you obtaining qualifying marks of at least 60% aggregate in the examination on the date of announcement of results without any backlogs, failing which we may at our sole discretion terminate this offer immediately without payment of any compensation of any kind.

Further, this Offer is subject to your medical fitness and on our understanding that all the details given in your job application form and Document furnished by you are correct and complete in all respects, which maybe subject to a Background verification.

Please return one duly signed copy of this offer to us at the above mentioned address as a token of your acceptance. Your tentative joining date will be **July 12, 2021**. In case you do not join the organization on or before the above date the offer shall stand cancelled.

We welcome you to Dr Reddy's and look forward to your significant personal and professional growth during your association with us.

With best wishes,

Yours faithfully,

For **Dr. Reddy's Laboratories Ltd.**

DocuSigned by:
Namrata Gill Tyagi .
31DD85F989D443C...

Namrata Gill Tyagi.

Head COE & Corporate HR

ACCEPTANCE

I have read and understood the terms and conditions mentioned above and those in Annexure I and II. I also agree that the TCC and related components are confidential between the organization and myself. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the employment on the said terms and conditions.

I will be joining the organization on or before _____

Signature:

DocuSigned by:

Sneha Ayyamolia

Date:

993ECF6C37B34E0...

16-Jul-2021 | 8:51 AM IST



Annexure I

1. Please bring the originals and a copy of the following certificates at the time of joining:

- (a) Date of Birth
- (b) Educational Qualifications (Provisional or final certificates of all qualifications obtained from SSC to date)
- (c) Salary particulars of previous employment (if applicable), and,
- (d) Relieving Order from the services of the previous employment (if applicable).
- (e) PF, EPF and SA account numbers along with Company code number if you are a member.
- (f) Form 16 (Income Tax Act) or provisional certificate in lieu of the same from the previous employer (if applicable).
- (g) 4 passport size photographs of yourself at the time of joining.
- (h) Permanent Account Number (PAN) mandatory as per the CBDT guidelines

Important: The information mentioned above / certificates should be submitted at the time of joining, without which we will not be in a position to process your salary. We do not accept any affidavit in lieu of any of the above certificates.

2. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from service without notice.
3. You will be required to sign an Employee Non- disclosure/Confidentiality Agreement with the Company at the time of joining.
4. You will be expected to sign a Conflict of Interest document with the Company. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of our manufacturing processes, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your acting in any contract or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
5. You will be eligible to receive salary and reimbursements / allowances as per the Annexure - II.
6. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and other relevant criteria.
7. You will be liable to conform to Company policies and procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
8. You will be entitled to statutory benefits such as Provident Fund, Gratuity etc., as per the applicability of the respective Acts.
9. You will be covered under the Employee Benevolent Fund, Term Life Insurance, Group Personal Accident policy and Mediclaim Policy. For the Employee Benevolent Fund and Mediclaim policy a nominal amount by way of contribution / premium is recovered from your total salary, as per the company policy.
10. You will be on training for a period of One year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), the services can be terminated by the employee or the organization by giving each other a month's notice or one month's Basic salary in lieu of the notice period.
11. On satisfactory completion of the training period, your appointment will be confirmed in writing, and, thereafter your services shall cease at any time giving three months' notice in writing or payment of three month's salary on either side. In case no letter of confirmation is issued to you at the end of the training period, you will be deemed to continue on training for further period till your services are confirmed or terminated in writing as the case may be. The management reserves the right to accept your resignation and relieve you immediately by waving the notice.



12. You will be in full time employment with the company. You are liable to be transferred anywhere in the world to any department, factory or establishment forming part of our organization or associate companies without any extra remuneration, and you will abide by the working conditions and policies of the department, office or establishment concerned.
13. As per the policy of the Company, we expect all our full-time employees to devote their full attention and effort to the business of the Company and to continuously develop their professional skill in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. So also, you will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation/image, or interests whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated, at the discretion of the management.
14. You will be responsible for the safe keeping and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
15. Your date of birth as recorded by the Company on the basis of documentary evidence produced by you at the time of your appointment is **April 12, 2000**. You are advised to take note that this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
16. As per the Company's policy, the age for superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
17. You are required to keep us informed of any change in your personal details (residential address, marital status, educational qualifications, dependants details etc.) or in your civil status.
18. Unauthorized absence for a period equal to more than 10 consecutive working days without timely or acceptable prior notification to supervisor or HR, or , your decision to be absent even though supervisor permission was not granted will be deemed as 'absconding'. The company in such cases reserves the right to terminate your services without giving any notice or salary in lieu of notice and initiate suitable action as deemed fit.
19. You are required to comply with the company's Code of Business conduct and Ethics (COBE).In the event you violate any COBE regulation, you shall be subject to an enquiry and if proven guilty, be subject to disciplinary action by the Company including without limitation termination of your services with immediate effect. Nothing in this offer letter shall render the Company liable to reimburse you or any other person any gifts or payments, offered, paid or promised in violation of COBE.
20. We will be conducting a Background Verification of your credentials post your joining the organization. Any false information may result in termination of your employment with immediate effect without any further enquiry.
21. Any disputes arising out of and/or related to your employment with the Company shall be subject to Hyderabad City jurisdiction.

NOTE: On the day of joining you are requested to report at following address

Leadership Academy, Dr.Reddy's Laboratories Ltd , Survey No 42, 45, 46 & 54 , Bachupally , Qutubullapur,
Ranga Reddy Dist - 500090 , Telangana



Name: Sneha Ayyamolia

Work Level: TT

Designation: Technical Trainee

SALARY COMPONENTS	Monthly	Yearly
Basic	15,000	1,80,000
House Rent Allowance	6,000	72,000
Education Allowance	200	2,400
Minimum Guaranteed Bonus	4,767	57,200
Statutory Monthly Interim Bonus	700	8,400
Sub Total	26,667	3,20,000
Provident Fund	1,800	21,600
Bonus / Exgratia	700	8,400
Total Fixed		3,50,000



23-Mar-2021

Dear Sai Harshitha Dakoor,
B.Tech/B.E., Biotechnology
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15088422

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.

Congratulations! You have been selected to be part of Accenture!

donotreply.indiacampus <donotreply@indiacampus.accenture.com>

Sun 10/18/2020 12:09 AM

To: roshni raj <ugs17022_biotech.roshni@cbit.org.in>



See you soon at Accenture!

Dear Roshni Raj,

Congratulations! You've made it.

You are now one step closer to starting your career journey with us!

We are happy to extend the Letter of Intent (LOI) to confirm your selection for a job at Accenture subject to you fulfilling our selection criteria. **You must accept this LOI within the next five days** failing which your candidature will be withdrawn.

Please follow the below steps to accept our LOI:

- Login to the portal with credentials we have shared with you in the 'user credential' email.
- On the dashboard page, click on 'my task' tab and select the task assigned to you.
- Download the letter of intent (LOI) and go through the same.
- Select the check box and click on 'submit', if you are accepting our job offer.

Should you have any questions, please feel free to reach out to us at <https://indiacampus.accenture.com/candidate>.

We welcome you to the Accenture family!

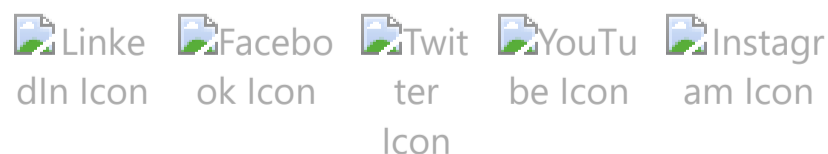
See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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To
MS. ROSHITHA VEGESANA
Hyderabad.

Offer of Employment

Dear **MS. ROSHITHA VEGESANA** ,
Welcome to Futuristic Edu Initiatives,

With reference to your application and subsequent interview, we are pleased to offer you a position of **ENGLISH TEACHER – MIDDLE SCHOOL CBSE in Ambitus World School Hyderabad**. You will be initially reporting to **Ambitus World School, Hyderabad**.

1. You are required to report to AMBITUS WORLD SCHOOL, Hyderabad on 6TH SEPTEMBER, 2021
2. You shall be on “**Probation**” for ONE YEAR.
3. You are eligible for 1 CL per month. CL will not be allowed in **Probation** period.
4. You will have to furnish the following documents at the time of joining:
 - a. Original & Copies of Educational certificates
 - b. Copy of Service Certificate & Relieving letter from last employer, if applicable, (in case of non-submission of relieving letter, you need to sign an undertaking for non-submission of relieving letter).
 - c. Last employment salary slip, if applicable
 - d. Copy of Driving License/Aadhar Card & PAN card or Passport
 - e. Four Colored photographs
5. Your duties will be governed by the rules and regulations of the Society which will be elaborated in detail in the appointment letter.
6. Please confirm your acceptance of this offer by signing on a copy of it.
7. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer on duplicate copy of this letter within three days from the receipt of the same, this offer letter stand automatically cancelled and withdrawn.
8. Further you require any clarifications call me at 9100929387 or email me at hr@futuristicedu.com

Wish you all the best.

Head-HR



Offer: Computer Consultancy
Ref: TCSL/CT20203521273/Hyderabad
Date: 11/01/2021

Ms. Praharshita Valluru
6-1-132/56, Sai Krishna Residency, Flat No.201 Street No.12,
Padmarao Nagar,
Hyderabad-500061,
Telengana.
Tel# -

Dear Praharshita Valluru,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/CT20203521273

1



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action



including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Praharshita Valluru
Designation	Assistant System Engineer-Trainee
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Dr. Reddy's Laboratories Ltd.
8-2-337, Road No. 3, Banjara Hills,
Hyderabad - 500 034, Telangana,
India.
CIN: L85195TG1984PLC004507

Tel : +91 40 4900 2900
Fax : +91 40 4900 2999
Email : mail@drreddys.com
www.drreddys.com

Dated: 12-07-2021

To,

Navya Buchalli
1-10-21/403, Udaya Platinum Apartments,
St. No: 3, Opposite Lane to Ashok Nagar Park,
Ashok Nagar, Hyderabad
Telangana- 500020,
India.

Dear **Navya Buchalli**,

SUBJECT: Offer cum Appointment letter for the post of Technical Trainee

On behalf of the management of Dr Reddy's Laboratories Limited, I take great pleasure in offering you appointment as **Technical Trainee** in the work level **TT**.

The terms and conditions of the employment are as per Annexure - I.

Your fixed Total Cost to Company (TCC), including all benefits will be **INR 350000/-** (Rupees Three Lakhs Fifty Thousand only) per annum. The detailed breakup of the TCC is as per in Annexure-II. In addition you shall be eligible for a target performance bonus of 10% of your fixed TCC. The exact payout will depend on the performance of the organization, respective business unit and yourself, which could be higher or lower.

As on the date of this Offer, if you have not received the final result in the qualifying exam/professional degree, it shall be understood and acknowledged that this Offer is subject to you obtaining qualifying marks of at least 60% aggregate in the examination on the date of announcement of results without any backlogs, failing which we may at our sole discretion terminate this offer immediately without payment of any compensation of any kind.

Further, this Offer is subject to your medical fitness and on our understanding that all the details given in your job application form and Document furnished by you are correct and complete in all respects, which maybe subject to a Background verification.

Please return one duly signed copy of this offer to us at the above mentioned address as a token of your acceptance. Your tentative joining date will be **July 12, 2021**. In case you do not join the organization on or before the above date the offer shall stand cancelled.

We welcome you to Dr Reddy's and look forward to your significant personal and professional growth during your association with us.

With best wishes,

Yours faithfully,

For **Dr. Reddy's Laboratories Ltd.**

DocuSigned by:
Namrata Gill Tyagi .
Namrata Gill Tyagi

Head COE & Corporate HR

ACCEPTANCE

I have read and understood the terms and conditions mentioned above and those in Annexure I and II. I also agree that the TCC and related components are confidential between the organization and myself. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the employment on the said terms and conditions.

I will be joining the organization on or before _____

Signature:

Date:

DocuSigned by:

470B8D92EFC2AC5

16-Jul-2021 | 12:04 AM IST

16th January, 2021

To,
Ms. Navya Buchalli

Dear Navya,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.35,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	: 15,100	15,500
House Rent Allowance	: 1,510	6,200
Transport Reimbursement	: 1,600	1,600
Telephone Reimbursement	: 500	500
Statutory Bonus (Paid Monthly)	: 1,258	1,291
Special Allowance	: 5,032	9,909
Total	25,000	35,000
Daily Travel Reimbursement	: 3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	: 10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 2,000	2,000
Total	40,000	50,000

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in



23-Mar-2021

Dear Navya Buchalli,
B.Tech/B.E., Biotechnology
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15088414

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.



Dr. Reddy's Laboratories Ltd.
8-2-337, Road No. 3, Banjara Hills,
Hyderabad - 500 034, Telangana,
India.
CIN: L85195TG1984PLC004507

Tel : +91 40 4900 2900
Fax : +91 40 4900 2999
Email : mail@drreddys.com
www.drreddys.com

Dated: 12-07-2021

To,

Navya Buchalli
1-10-21/403, Udaya Platinum Apartments,
St. No: 3, Opposite Lane to Ashok Nagar Park,
Ashok Nagar, Hyderabad
Telangana- 500020,
India.

Dear **Navya Buchalli**,

SUBJECT: Offer cum Appointment letter for the post of Technical Trainee

On behalf of the management of Dr Reddy's Laboratories Limited, I take great pleasure in offering you appointment as **Technical Trainee** in the work level **TT**.

The terms and conditions of the employment are as per Annexure - I.

Your fixed Total Cost to Company (TCC), including all benefits will be **INR 350000/-** (Rupees Three Lakhs Fifty Thousand only) per annum. The detailed breakup of the TCC is as per in Annexure-II. In addition you shall be eligible for a target performance bonus of 10% of your fixed TCC. The exact payout will depend on the performance of the organization, respective business unit and yourself, which could be higher or lower.

As on the date of this Offer, if you have not received the final result in the qualifying exam/professional degree, it shall be understood and acknowledged that this Offer is subject to you obtaining qualifying marks of at least 60% aggregate in the examination on the date of announcement of results without any backlogs, failing which we may at our sole discretion terminate this offer immediately without payment of any compensation of any kind.

Further, this Offer is subject to your medical fitness and on our understanding that all the details given in your job application form and Document furnished by you are correct and complete in all respects, which maybe subject to a Background verification.

Please return one duly signed copy of this offer to us at the above mentioned address as a token of your acceptance. Your tentative joining date will be **July 12, 2021**. In case you do not join the organization on or before the above date the offer shall stand cancelled.

We welcome you to Dr Reddy's and look forward to your significant personal and professional growth during your association with us.

With best wishes,

Yours faithfully,

For **Dr. Reddy's Laboratories Ltd.**

DocuSigned by:
Namrata Gill Tyagi .
Namrata Gill Tyagi

Head COE & Corporate HR

ACCEPTANCE

I have read and understood the terms and conditions mentioned above and those in Annexure I and II. I also agree that the TCC and related components are confidential between the organization and myself. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the employment on the said terms and conditions.

I will be joining the organization on or before _____

Signature:

Date:

DocuSigned by:

470B8B292EFC224C5

16-Jul-2021 | 12:04 AM IST

16th January, 2021

To,
Ms. Navya Buchalli

Dear Navya,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.35,000/-pm** (As per below table) effective from fourth month.

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	For 1 st three months	Effective from 4 th Month
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Telephone Reimbursement	: 500	500
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Special Allowance	: 5,032	9,909
Total	25,000	35,000
Daily Travel Reimbursement	: 3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	: 10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 2,000	2,000
Total	40,000	50,000

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in



23-Mar-2021

Dear Navya Buchalli,
B.Tech/B.E., Biotechnology
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15088414

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.



QUALITY TUTORIALS PVT LTD

Date: Sep 25, 2021

Employee Code: QT5339

Name: Hanitha Reddy

Department: Marketing

APPOINTMENT LETTER

Dear **Hanitha Reddy**,

We refer to your application for employment with us and the subsequent interview that you have appeared for. We are pleased to inform you that we are making an offer of appointment to you, and are outlining herewith various aspects in relation to your employment with us.

DESIGNATION: Marketing Associate

SALARY : 400000

ESOPs : 0

1.Probation Period

You will be on Probation for a period of 90 Days from your date of joining the Company. Based on your performance your services will be confirmed with the company after 90 Days. Your services will be confirmed upon receipt of such communication from the Company. The Company may at its sole discretion and depending upon your performance during the probation period extend your probation for one to three months from the date of completion of your initial probation period. Such extension of probation shall be communicated to you in writing by the Company

2.Commencement of Employment

Your employment will be effective, as of **Sep 10, 2021**..

3.Immediate Posting and Future Transfer

You will be designated as **Marketing Associate** based out at office location **Bangalore**. It may, however, be noted that you may be posted at/ transferred to any other establishment of the company, at the sole discretion of the management. Such establishment may be outside the city or state of your immediate or subsequent posting/s and could be at any office, existing or new. Save as may be provided for, you shall not have entitled to any monetary benefit or compensation solely by virtue of such transfer.

4.Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

Your salary will be paid monthly as direct deposit to your Bank account by 5th or 7th of the month.

Your salary will be reviewed as per your performance and responsibilities. You will be notified in writing of any change in your salary.

5.Notice for Resignation / Termination of Employment

5.1. During the probation period your services can be terminated with 2 Days' notice on either side or payment in lieu thereof and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 Days' notice on either side or payment in lieu thereof.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai – 400034

CIN number: U74999MH2019PTC322765



QUALITY TUTORIALS PVT LTD

5.2. For any act/acts of misconduct or acts of omission or commission or negligence, during the probation period or after confirmation, your services are liable to be terminated immediately. The Company may at its sole discretion hold domestic inquiry to inquire into the act/acts of misconduct or acts of omission or commission or negligence alleged against you. You could be liable for suspension pending inquiry or final orders. You will, however, be entitled to salary for the period of suspension if the charges are not proved against you.

5.3. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

5.4. In the unlikely event of cessation of employment due to any reason whatsoever within twelve months from the date of joining, the notice pay buyout assistance if any provided by the company at the time of joining along with the applicable tax, would be recovered from the employee at the time of full and final settlement.

5.6. If the Company bears any relocation expense at the time of your appointment and/ or transfer and you leave the Company within 12 (Twelve) months of such relocation; the Company shall be entitled to reimburse the relocation charges from your full and final settlement.

6. Timings

You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

7. Background Verification Check

Your probationary appointment, confirmation as well as continued employment in the services of the company are subject to clearance of background verification check done by the company.

8. Validity of Offer / Date of Joining

Your employment will be effective, as of **Sep 10, 2021**.

9. Retirement

You will retire from the services of the company on attaining the age of 58 years

10. Discipline

It is an express condition of services that you shall wholly devote your time to the company's business. Attending to or pursuing in any other way, during the office hours, any personal or private business unconnected with your employment in this company or engaging in any part time business, allied, connected or incidental to the company's business is strictly forbidden.

10.1 Occupation in any part time service of a remunerative character requires the prior consent of the management. Pursuit of any vocation of this nature detrimental to the efficient discharge of your duties shall be considered inconsistent with the terms of your tenure in this company.

10.2 All formal academic pursuits like attendance at colleges, courses, etc. shall require the prior consent of the Management. The Management will treat any breach of this condition as misconduct liable to disciplinary action which may include dismissal.

10.3 You shall be governed by and shall be subject to the code of conduct and such other rules, regulations and guidelines applicable to your category of employees and as prevailing at the time of your joining or as subsequently modified or amended or replaced and in force from time to time.

10.4 You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under monetary obligation to any person/client with whom you may be having official dealings.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai – 400034

CIN number: U74999MH2019PTC322765



11. Company Property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

12. Code of Conduct and Ethics

You are to adhere strictly to the following Company Code of Conduct & Ethics:

12.1 Investments - Employees are prohibited from investing in any of the Company's clients, suppliers or competitors unless the securities are publicly traded and the investments are available on the same terms as available to the general public. This prohibition applies to all forms of investments and to all employees, directors, officers and agents of the Company and their immediate families. In general, employees should not have any financial interest in a client, supplier or competitor that could cause divided loyalty or give the appearance of divided loyalty.

12.2 Engaging in private trade or alternate/ outside employment - All full-time employees, shall not engage directly or indirectly in any trade/business or undertake any other employment or consultancy or undertake such trade/business/consultancy on behalf of anyone else, either with/without remuneration, during the course of his/her employment with the Company, except with the written permission of the management. Also, such private trade and/or alternative employment should not adversely affect performance and conflict with the business interest of the Company (this would include working for a competitor). In cases of conflict with any outside employment activity, the employee's obligations to the Company must be given priority. In general, private trade and/or alternative employment is not allowed when:

It prevents an employee from fully performing work for which he/ she is employed with the Company.

It prevents an employee for engaging in overtime assignments (if applicable).

It involves companies that are doing or seeking to do business with the Company, including actual or potential vendors or customers.

It violates provisions of law or the Company's policies and procedures

12.3 Ethical standards - The Management expects all employees to exercise the highest degree of professional business ethics in all actions they undertake on behalf of the Company. Employees should observe all laws and regulations governing business transactions and engage in fair competitive actions. Employees are prohibited from using, directly or indirectly, corporate funds and assets for any unlawful purpose or to accomplish any unlawful goal. The Company also prohibits the establishment or maintenance of undisclosed or unrecorded funds and assets. All reporting of information should be timely and accurate. Employees should not make any false or misleading entries in any book or record. Employees should use Company funds only for legitimate and ethical purposes.

12.4. You shall at all times conduct yourself soberly and temperately while on the work premises and show proper respect and civility to all concerned and shall use your best endeavor to promote the interests of the Company and to maintain and promote good reputation thereof.

12.5. You shall abide by the rules and regulations of the Company that are in force from time to time and during the period of your employment with the Company and these will be deemed to form an integral part of this Agreement. The Company shall have right to add, amend and modify any or all of the above terms and conditions of service which shall be binding on you.

12.6. You shall not, during the continuance of your employment with the company, or at any time thereafter, disclose to any individual, firm, company, or body corporate, or authority any information or knowledge with regard to the business, dealings, activities, trade secrets, transactions or affairs ("Proprietary and Confidential Information") of the Company or its associated or subsidiary companies, except as, may be required in connection with your employment hereunder or as may be consented to by the Company in writing. The term "Proprietary and Confidential Information" shall without limitation include any Know How, formulae, any technical, financial, statistical, marketing, designs, product information or any other data or information of the Company whether expressly designated as confidential or not.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai – 400034

CIN number: U74999MH2019PTC322765



QUALITY TUTORIALS PVT LTD

12.7. You shall not, after the termination of your employment with the Company, use in any manner whatsoever on behalf of yourself or any other individual, firm, company or body corporate, your knowledge of or influence over or contact with any of the customers, suppliers or contractors of the Company, or its associated or subsidiary companies or utilize any information which may have been obtained by you during the course of your employment with the Company.

12.8. All works executed by you in the course of discharging your assigned duties and the intellectual properties subsisting therein, shall remain property of the Company and the same shall constitute "works made for hire".

13. Confidential Information

13.1. During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

13.2. You must always maintain the highest degree of confidentiality. Keep records, documents and other Confidential Information relating to the business of the Company confidential which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment.

13.3. At no time, will you remove any Confidential Information from the office without permission.

13.4. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

13.5. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

14. Data Privacy

14.1. By signing this letter, you consent to the Company holding and processing information about you for legal, personnel, administrative and management purposes and in particular to the processing of any sensitive personal data or information as prescribed by the governing statute as applicable.

14.2. You acknowledge that any information that is freely available or accessible in public domain or furnished under the Right to Information Act, 2005 or any other law for the time being in force shall not be regarded as sensitive personal data or information for the purposes of those rules.

14.3. You consent to the transfer of such personal information to other offices the Company may have or to other third parties, whether or not outside the Union of India, for administration purposes and other purposes in connection with your appointment, where it is necessary or desirable for the Company to do so.

15. Indemnity

You agree to indemnify and hold the Company harmless from all losses, liabilities, claims and damages (including the lawyer's fee) which may arise of or as a result of any unauthorized act by you or any act caused by you being in contravention of your employment contract.

16. Severability, integration and No Modification Clause

16.1. **Severability** – In the event that any provision of your employment Agreement should be held to be void, voidable, and unlawful or for any reason unenforceable, the remaining portions of this Agreement shall remain in full force and effect.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai – 400034

CIN number: U74999MH2019PTC322765

16.2. **No Modification** – No modification, amendment or waiver of any of the provisions contained in this Agreement, or any future representation, promise, or connection with the subject matter of this Agreement, shall be binding upon any party hereto unless made in writing and signed by such party or by a duly authorized officer agent of such party.

17. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

18. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.


19. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court, Mumbai only.

20. Acceptance of terms of Appointment

Please confirm your acceptance of these terms and conditions of appointment by signing and returning the duplicate copy. We take this opportunity to welcome you to our organization and trust your association with us will be mutually beneficial.

With warm regards,
For Quality Tutorials Private Limited



Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date of Joining: Sep 10, 2021

Date: Sep 24, 2021

Name: **Hanitha Reddy**

Signature:



Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai – 400034

CIN number: U74999MH2019PTC322765

Schedule I - Compensation Details

Annexure			
Name:	Hanitha Reddy		
Designation:	Marketing Associate		
Department:	Marketing		
DOJ:	Sep 10, 2021	Location:	Mumbai
(A)	Fixed Components	Rupees (p.m.)	Rupees (p.a.)
I	Basic	10000	120000
II	HRA	5000	60000
III	LTA	2083	25000
IV	Book and Periodicals	1500	18000
V	Communication Reimbursement	1500	18000
VI	Special Allowance	3117	37400
GROSS INCOME		23200	278400
(B)	RETIRALS		
I	Provident Fund (Employer's Contribution)	1800	21600
Total (A+B)		25000	300000
(C)	Annual Variable Cash (Maximum Payable)	-	100000
COST TO COMPANY (A+B+C)		25000	400000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Employee Name-Hanitha Reddy

Signature-



Date- Sep 24, 2021

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai – 400034

CIN number: U74999MH2019PTC322765

Provis Biolabs Pvt Limited

Registered office: Flat No. 206, D-Block, Rajapushpa Atria, Golden Mile Road, Kokapet, Hyderabad – 570 075, Telangana, India.

Contact No: +91-9059 284828, Email: contact@provisbiolabs.com, CIN: U24290TG2019PTC135389, GST No: 36AAKCP7669K1ZK

Letter of Offer

19th July 2021

To
Ms. Akanksha,

Sub: Job offer

Dear Ms. Akanksha Joshi,

We are pleased to offer you the position of **Trainee officer** in our **R&D Department based** at Hyderabad.

Your immediate supervisor will be **Mr. Ravi Kumar, Head of Operations**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Monthly Net salary of **Rs. 10,000** and the same will be revised based on your performance after 3 months from the date of joining.

This offer letter is valid till **22nd July 2021**. Please send a mail acceptance indicating your acceptance to join. Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out at your work location i.e **Provis Biolabs Pvt Limited, No. 5-9-262/54P & 55P, First floor, Plot No. 54 part and 55 part, Rajiv Gandhi Nagar, Prashanthi Nagar, Kukatpally, Hyderabad – 500 072, Telangana, India**.

Please submit the following documents to HR at the time of your joining: (1) Photocopies of your degree certificates, (2) Proof of address.

We look forward to welcome you aboard.

Sincerely,

Provis Biolabs Private Limited

Hyderabad, Telangana, India



Letter of Appointment

13th July 2021

Business development Executive Offer Letter

Dear Saher Zainab,

With reference to your application and subsequent interview with us, we are pleased to confirm your appointment for the position as mentioned above in Entiretyin Pvt. Ltd. subject to the following terms and conditions.

AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 11th July 2021 between Entiretyin Pvt Ltd Ch. Vandana(Hereinafter called the “Employee”) of the other part. WHEREAS The Company is desirous of appointing Saher Zainab as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW, THIS AGREEMENT WITNESSES as follows:

- Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
- The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the Company.
- The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office, devote his whole time, attention, and abilities to the. business of the Company.
- The Employee shall obey the orders from time to time of the Board of Directors of the Company and in all respects conform to and comply with the directions given and regulations made by the Board. They shall well and faithfully serve the Company to the best of their abilities and shall make their utmost endeavors to promote the interests of the Company.
- The Company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The Company can terminate your contract any time if you-
- Commit any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct, or neglect in the discharge of your duties affecting the business of the Company.



7.WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. Given your position in the Company, you shall effectively perform to ensure results. You will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

8.DATE OF JOINING:

As per our discussion you will report to the Company on the joining date will be shortly communicated by the Company as a Business Development Executive - Trainee

9.TRAINING PERIOD:

You shall be on Training Period for three months, from the date of joining the Company. The Company reserves the right to terminate the tenure of the job upon performance or behavioral grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action according to the company's policy. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets, you shall be receiving a stipend of up to Rs 12,000 plus incentives.

10.LEAVE:

You will be entitled to a total leave of 12 sick leaves in a year where not more than one day of leave can be redeemed per month and 12 paid leaves in a year which can be redeemed based on your performance and time period with the Company. All National Holidays will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

11.NOTICE PERIOD and TERMINATION:

- During the Training/Probation Period the Company reserves the right to terminate your employment and may give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.
- In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 3 months. Serve for a period of 1 month without pay, also compensate the Company equivalent to the last drawn three month's salary which is based on annual



fixed compensation, in lieu of breaking the service bond contract.

- After confirmation of your service at the Company, the contract of employment is terminable by the Company. If you initiate the termination, The Company reserves the right to recover from you, an amount equivalent to three month's salary which is based on annual fixed compensation, in lieu of breaking the service bond contract, subject to the release date being approved by the Company.
- If you initiate termination, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 3 month's salary. The Company also reserves the right to legally prosecute the employee in the case of breach of contract.
- The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed
 - (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.),
 - (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or
 - (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or
- breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business
- The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

12.BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance. You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

13.NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside



the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

14. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

15.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9. month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive G3

(refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.



- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.
-

We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

Nallagatla Vijaya Ram Gopal
Business Development Manager
Entiretyin Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed:

Date:

Name:



Annexure 1

Operations Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

Operations Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

Operations Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

HRD/3T/1003582179/21-22

February 14, 2022

Mr. Rangisetias Lalithkumar
Plot-138B,
Housingboard, Moulali
Hyderabad-500040
India

Ph: +91-9848592489

Dear Rangisetias,

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: 2022.02.14 19:28:17 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

HRD/1003582179/21-22

February 14, 2022

Mr. Rangisetias Lalithkumar
Plot-138B,
Housingboard, Moulali
Hyderabad-500040
India

Ph: +91-9848592489

Dear Rangisetias,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **28-Feb-2022**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.02.14 19:28:17 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

ANNEXURE - I
(Compensation during the Training)

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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

31 January 2022

Mr. Konki Vineeth Raj,
9-128, Lingal Road, Achampet,
Mahabub Nagar, Telangana – 509375.

Dear Vineeth,

Congratulations! Based on your discussions with us, we are pleased to offer you a position with **Sunera Technologies Private Limited** (“the Company”), NSL SEZ Arena Block I, Floor IV, Survey No.6, IDA, Uppal, Hyderabad, Telangana State - 500039, India, with effect from **31 January 2022**.

We wish to share details which if you accept, will govern the terms and conditions of your employment with us. Please confirm your acceptance of the offer before **31 January 2022**, failing which this offer is considered null and void.

You are advised to read this Offer letter carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of your having understood and accepted the offer. You are required to share the following documents and contact the HR department on or before the date of your joining:

- i. Experience letter, payslips, relieving letter/ acceptance of resignation from all previous organizations – if applicable to you
- ii. Attested photocopies of Original Educational certificates (Class X onwards)
- iii. Recent passport size photograph soft copy taken against a white background
- iv. Completed service agreement/guarantor’s agreement – if applicable to you
- v. Passport / Driving License – if applicable to you
- vi. Aadhar Card
- vii. PAN Card

TERMS & CONDITIONS OF EMPLOYMENT

1. **POSITION:** Your position title would be **Test Automation Engineer under Technology Track, Band-A2**.
2. **SALARY:** Your annual compensation would be **Rs.4,50,000/-** (Rupees Four Lakhs Fifty Thousand Only) which is inclusive of OGPB – On Goal Performance Bonus of **Rs.45,000/-** (Rupees Forty-Five Thousand Only) is paid to you based on assessment of goals achieved on quarterly basis that includes a variable bonus, Provident Fund, Gratuity and other applicable benefits. Please refer Annexure I for compensation break-up particulars.

(Employee Signature)
Offer of Appointment

3. **PROBATION:** On joining the Company, you will be on probation for a period of Six **(6)** months. During probation, your progress will be reviewed by your manager on a periodic basis. Your employment may be terminated during the probation period, due to unsatisfactory performance.
4. **RULES AND REGULATIONS:** You will be governed by the Service Rules and Regulations as applicable to all employees of the Company, which is in force at the time of your joining. These may be amended from time to time, and you are expected to keep yourself updated of all company policies and procedures.
5. **HOURS:** Workdays will be from Monday through Friday for nine-hours that includes a one-hour lunch break. These timings are at the discretion of the management and should normally consist of a 45 hours' work week. The Company reserves the right to assign you tasks in any shift, based on your specific assignment and customer geography, and needs.
6. **HOLIDAYS:** The Company observes 8 (eight) holidays in a calendar year and allows an employee 2 (Two) optional holidays for religious or social activities, which may be availed at the time of joining, after due discussions with the manager and taking prior approval, based on work schedules
7. **PLACE OF POSTING:** It is expected that you perform work in a remote work option arrangement, unless otherwise communicated to you. Your remote work option arrangement will continue, till the Company at its sole discretion requires you to return to office. All employees in remote work scenarios, are expected to maintain the same level of productivity, collaboration and professionalism as when they are working in office. If you are required to work from office, your place of posting will be in **Hyderabad/Client Location**.
8. **TRANSFER** During your employment with this Company, you may be posted or transferred/attached to any other Company of Suneratech or to any of the offices/subsidiary's units/associates' offices of the Company, to any town or city in India or abroad, at the sole discretion of the Management. While working in another Company on transferred/attached, you shall be entitled to emoluments and perks as applicable in transferred/attached Company and for all purposes you shall be deemed to be employed in the Company transferred/attached.
9. **NOTICE PERIOD:** The mutual notice period between you and the organization, **you are agreed to work for One Year from the date of joining**. During the service, the termination of employment will be 30 days during probation, and 60 days once confirmed as a full-time employee. The Company has the sole discretion to accept your resignation. The Company also reserves the right to, at its sole discretion, substitute the giving of notice, by paying you salary in lieu of the notice period. It is hereby clarified that you cannot seek waiver of the notice period, if you would like to terminate your employment during the probation period. Till the time the Company accepts your resignation or termination letter, you continue to remain an employee bound by all terms and conditions of employment in force at that time. The Company reserves the right to immediately terminate your employment without any notice period or payment in lieu of, for a) material breach of this contract or evidence of malpractice during the hiring process b) non-performance reported by customer/Company management during probation c) failure in background verification or (d) in the event of falsification of documents, affidavits submitted to the Company.

(Employee Signature)
Offer of Appointment

- 10. OTHER EMPLOYMENT:** During the period of your employment, you will not work directly or indirectly for any other person, firm, Company or organization, be it as a consultant, contractor, vendor, partner, part-timer or in any other capacity, whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or in any other capacity. Suneratech prohibits the use of Company time and resources related to unethical dual employment, causing a conflict of interest and affecting the efficiency and productivity of the employee.
- 11. EXAMS & COURSES:** In case you intend to appear in examinations or courses related to your role at Suneratech, you are required to obtain prior written permission from your reporting manager after sharing full details of the course, time frame and schedules involved.
- 12. INVENTION & DISCOVERIES:** While employed with Suneratech, you will uphold the Company's trust for propriety ideas and promptly disclose new inventions, improvements or discoveries made or conceived by you either alone or jointly with others, which arises out of any work related to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.
- 13. SECRECY:** You will not give anyone, by word of mouth, writing, facsimile any devices or otherwise any particulars or details, which you acquire during your employment of our working systems, technical knowhow, security arrangements, administrative and or organization matters or our and our clients whether confidential, secret or otherwise, either during your employment with Company or afterwards.
- 14. MEDICAL FITNESS:** You are required to continuously maintain yourself in a state of medical/physical/mental fitness so as perform well and to discharge your responsibilities adequately while in employment. During your employment, the Company may at its discretion, seek a medical fitness certificate issued by a competent authority, if you are in a condition that might affect your ability to do your job. If at any point of time during your employment you are found to be medically unfit for the job or the role assigned to you, then your employment can be terminated as per the Company rules, notwithstanding anything mentioned in this letter otherwise.
- 15. RETIREMENT:** The retirement age is 60 years. However, it remains the prerogative of the Company, to extend services beyond the age of superannuation with the consent of the employee.
- 16. GENERAL:** Please note that the terms and conditions of your service contract as stipulated here-to-fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the Company/person connected with the Company.

This offer for employment given to you by the Company is subject to successful completion of background investigation, verification and authentication of all facts details and documents submitted by you. Submission of any wrong or false facts/particulars/details or fake/forged documents or any other misrepresentation of any nature whatsoever, including but not limited to, suppression of any facts details/particulars/documents shall result in automatic disqualification and termination of employment. This is without prejudice to all other rights and remedies which the Company may have against you. Further, in such an event, you shall be responsible to pay Company for all

(Employee Signature)
Offer of Appointment

financial expense and damage incurred by Company in your training, deployment to customer projects, and any direct, indirect, and consequential costs. You shall also not claim any compensation from Company in the above circumstance.

The Company reserves the right to change the terms and conditions of employment and its policies and procedures at any time.

During your employment, you will diligently, efficiently, honestly, faithfully and to the best of your ability devote your whole time and attention to promote the interest of the Company and generally carry out your duties and work as assigned to you and shall comply with all policies and procedures applicable to employees in the Company.

We are quite excited to have you join the Company and wish you a long and successful career with us.

Yours sincerely,

For Sunera Technologies Private Limited

Sudheer Mareddi
Managing Director

(Employee Signature)
Offer of Appointment

Annexure I: Compensation Structure

S.NO	COMPONENTS OF SALARY	ANNUAL COMPONENTS (INR)	MONTHLY COMPONENTS (INR)
A1	BASIC SALARY (50% of FCTC)	2,02,500	16,875
A2	HRA	81,000	6,750
A3	SPECIAL ALLOWANCE	44,160	3,680
A4	STATUTORY BONUS	40,500	3,375
A5	GROSS SALARY (A1+A2+A3+A4)	3,68,160	30,680
	FLEXI BENEFITS (Optional)	-	-
	ESIC (EMPLOYER CONTRIBUTION)	-	-
A6	PROVIDENT FUND (EMPLOYER CONTRIBUTION)	21,600	1,800
A7	GRATUITY	9,740	812
A8	GROUP MEDICAL INSURANCE	5,500	458
A9	Fixed CTC	4,05,000	33,750
A10	ON GOAL PERFORMANCE BONUS (OGPB)	45,000	-
A11	Total CTC (Cost-to-Company)	4,50,000	37,500

Note:

- Company Contribution to Provident Fund is restricted @12% on the Maximum Salary of Rs.15000/- and employee Contribution to Provident Fund is restricted @12% on the Maximum Salary of Rs.15000/- is deducted from monthly gross earnings.
- Gratuity is subject to the rules as referred in the payment of Gratuity Act, 1972.
- Flexi Benefits Component provides tax saving benefits such as Meal Cards, Professional Development, NPS, Broad Band, Leave Travel Allowance. If opted then, subsequent amount shall be deducted from gross earnings.

(Employee Signature)
Offer of Appointment

- Group Medical Insurance provides Insurance coverage of INR 2,00,000/- Per Annum to the family (Self, spouse & 2 dependent children) and employee can opt for Voluntary Parental Insurance Coverage which provides sum insured of INR 2,00,000/- Per Annum.
- Employee net salary is computed post deduction of employee PF or ESI contribution, Professional Tax, Flexi Benefits and Income Tax as applicable.

I, Mr. Konki Vineeth Raj, have read and understood thoroughly the rules of service and the above terms of offer of employment of my service, and I do hereby agree with all terms as above and accept the offer of employment from your Company. I shall abide by all general rules of service which are now or may hereafter to be in force.

(Employee Signature)
Offer of Appointment

July 16, 2021

HRD/3T/1001724102/21-22

Ms. Adharsha Adipelly
20-5 ,Rajaram,mallial
Karimnagar
Karimnagar-505452
India

Ph: +91-9640412340

Dear Adharsha,

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: 2021.07.16 17:30:08 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

July 16, 2021

HRD/1001724102/21-22

Ms. Adharsha Adipelly
20-5 ,Rajaram,mallial
Karimnagar
Karimnagar-505452
India

Ph: +91-9640412340

Dear Adharsha,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Aug-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.16 17:30:08 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Adharsha Adipelly			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:01-Dec-2021

**Bhavani Agge
C10390292**

13-9-83, Shanthi Nagar, Dilsukhnagar, Hyderabad.

9515891935

Dear **Bhavani Agge,**

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



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college 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 3.0 (Oct 2021)

1

A.Bhavani
Candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

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

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

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/candidate>

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

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

Version 3.0 (Oct 2021)

ACKNOWLEDGED AND AGREED:

Agge Bhavani
Date: 18/02/2022

[Insert full legal name]

A. Bhavani
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[#]	9,500
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 FY22 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.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

HRD/3T/1002427745/21-22

November 16, 2021

Ms. Agge Bhavani
No. 2-164,
Ramannapet
Nalgonda-508113
India

Ph: +91-9515891935

Dear Agge,

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: 2021.11.16 15:12:07 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

HRD/1002427745/21-22

November 16, 2021

Ms. Agge Bhavani
No. 2-164,
Ramannapet
Nalgonda-508113
India

Ph: +91-9515891935

Dear Agge,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **06-Dec-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

_____ Location
Print your full Name

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.16 15:12:07 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Agge Bhavani			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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

Candidate ID: 5069029 /960243,

Date of Joining: 10/12/2021,

Joining Location: Chennai-PCT,

Designation: Analyst,

Dear E Lokeshwari,

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

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

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

Address

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

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

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

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

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

Kindly note:

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

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5069029 /960243,

10/08/2021,

E Lokeshwari
1-3-75/24/C, RTC Quarters, Rajendra nagar,
Mahabubnagar, Telangana,
India

Confidential

Dear E Lokeshwari,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 10/12/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Chennai-PCT

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Annexure - A

E Lokeshwari

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements - 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements - 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs. 300,002.00
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Annexure - B

ELokeshwarl

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs.380,006.00
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You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the component
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements - 2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

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

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

NOTE:

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

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

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

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

F.) Probationary Period:

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

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

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;

- d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
- f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
- g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
- h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
- i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 30-November-2021, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.
You fill the complete Back ground verification link given along with the welcome mail of the offer.
- j. You have achieved minimum 60% aggregate in all semesters of your graduation.
- k. You submit the following mandatory documents before the date of joining..
 - 1. Highest Degree/Provisional Certificate and Final year Mark sheet.
 - 2. In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.
- l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.
- 2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.
- I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.
- J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

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

Email: hremployeeservices.in@capgemini.com

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

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

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

For Capgemini Technology Services India Limited



Anilkumar Singh
Head - Talent Acquisition & Resourcing

Acceptance

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

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

E Lokeshwari

Name: E Lokeshwari

Date: 10/08/2021

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

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

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

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

- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

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

2. DUTIES AND RESPONSIBILITIES:

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

3. COMPENSATION:

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

4. TRAINING:

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

5. COVENANTS AND REPRESENTATIONS:

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

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

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

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

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

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

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

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

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

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

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

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

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

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

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

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

- f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

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

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

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

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

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

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

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

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

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

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

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

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

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

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights),

including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

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

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

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

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

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

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

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

market the Development, without identifying you or seeking your consent.

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

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

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

8. CONFLICT OF INTEREST:

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

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

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

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

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

9. RETIREMENT/TERMINATION:

a.) Retirement

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

b.) Notice Period/Termination

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

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

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

c.) Effects of Cessation of Employment

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

10. **LIMITATION OF LIABILITY AND INDEMNITY:**

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

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

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

11. MISCELLANEOUS:

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

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

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

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

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

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

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

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

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

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, F. Lokeshwari residing at H-no: 1-3-75/4/c, Saddal gunde, Mahabubnagar hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC - SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

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

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

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

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

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

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

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

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

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

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

Name: E. Lokeshwari
Signature: E. Lokeshwari
Date: 11/10/2021

Date: 13-Nov-2021

Personal & Confidential

Gorre Manisha (C544529)

Offer of employment

Dear Gorre Manisha ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

We are poised to take flight and enter a whole new trajectory of growth and delighted to offer you the position of Design Engineer (BAND B as per our internal levels), to join Cyient (referred to as Cyient or the Company) in this journey.

This offer is subject to your acceptance of the attached terms and conditions, please mail your acceptance of this offer to initiate the on-boarding process

Training & Compensation: You will be provided on-the-job training for the first 6 months and during this period of time you will be eligible for a stipend of INR 15,000 per month.

On successful completion of the training, you will be placed on assignments under probation for six months, with a Gross annual package of INR 3,30,000 detailed out in Annexure 1 subject to the terms and conditions attached.

Start date: On or before 19-Nov-2021

Place of Work: Hyderabad, Manikonda

Address: Plot No. 2, IT Park
Nanakramguda, Gachibowli
Hyderabad- 500032
Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Snehith ram Pappu from the Campus Connect Team at Snehithram.Pappu@cyient.com.

For Cyient Ltd.



Keerthi Rannore
General Manager - HR

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-027280

Annexure - 1
Compensation Structure of Gorre Manisha , Design Engineer (BAND B)

Monthly Components	Monthly	Annualized
Basic Pay	12,600	1,51,200
HRA	5,430	65,160
Advance Bonus*	2,600	31,200
Gross Monthly Salary	20,630	2,47,560
Statutory Components		
Company's contribution to ESI (3.25% of Gross Pay)		7,028
Company's contribution to PF(12% of Basic)		18,144
Gratuity(@ 4.81% of Basic pa, on completion of 5 yrs)		7,273
Cost to the Company**		2,80,000

Deferred bonus – On successful completion of probation you will be confirmed and eligible for a bonus of INR 50,000 per annum for a period of two years. The bonus amount of RS.1,00,000 will be disbursed after completion of two years. You will need to be active as on the date of payout to be eligible to receive the combined amount of 1,00,000 INR bonus for the 2 years. Associates serving notice period will not be eligible to receive the deferred bonus.

Gross compensation per annum : ₹3,30,000 (Rupees Three Lakh Thirty Thousand Only).

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable**

**** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.**

For Cyient Ltd.



Keerthi Rannore

General Manager - HR

Internal Reference: JR-027280

Personal & Confidential

13 November 2021

Dear Gorre Manisha

Sub: Stipend Payable during Training period.

Further to the Offer Letter issued to you, the Stipend amount payable during the Training period of 6 months will be INR 15,000.

The Stipend is subject to Income Tax as applicable.

Your designation during the Training Period will be "Design Engineer". All other terms and conditions of the offer letter cited remain unaltered.

Should you need any clarification, please feel free to contact us on 8639642679 .

For Cyient Ltd.



Keerthi Rannore

General Manager - HR

A) List of documents to be carried for on-boarding formalities:

Please note that you must carry One set of photo copies of each of the documents mentioned below and bring the originals along with you for verification on your date of joining.

- Educational Documents(As applicable)
 - 10th Standard Mark Sheet
 - 12th Standard Mark Sheet
 - UG/Diploma Degree Certificate/Provisional and Mark Sheets
 - PG Degree Certificate/Provisional and Mark Sheets
- Previous Employer Documents (As applicable)
 - Relieving Letter/Resignation Acceptance Letter
 - Last three months Pay Slip
 - Relieving Letters or Experience Letters from All Previous Employers
- ID Proof
 - Aadhar Card (2 photocopies)
 - PAN Card (2 photocopies)
 - Passport
- Four Passport size photographs(Recent)
- A fitness certificate obtained from a registered medical practitioner
- Universal Account Number (UAN)
 - You are required to submit UAN from the Employee Provident Fund Organization (EPFO).
 - If you are not having UAN, you may generate the UAN through EPFO Portal.
 - Refer UAN generation process link, provided in the joining formalities form.

Other Details:

Reporting Time: 9 AM

Venue: **Plot No. 2, IT Park**

Nanakramguda, Gachibowli

Hyderabad- 500032

Telangana

Contact Person: PhaniKumar Daivam / Prathibha

For Cyient Ltd.



Keerthi Rannore
General Manager - HR

Internal Reference: JR-027280

Terms and conditions

1. Compensation

As detailed in Annexure 1

2. Education Qualification

This offer of training and subsequent employment to you is made based on the premise that you have acquired the desired qualification with 60% marks. If you are awaiting the results as on the date of joining and do not complete the qualification subsequently with the above percentage, this offer stands cancelled.

3. Training Investment Cost recovery

It is agreed that you will be with company for not less than **12 months** from the date of joining. During this period, you shall not leave, abandon, or resign from the training/employment of the company. Liquidated damages for breach of this condition will be recovered as the training investment cost of Rs.75,000/- (**Seventy Five thousand Rupees Only**). You need to execute an agreement on a non-judicial stamp paper to this effect.

4. Transfer & Deputation

Your services can be transferred to other departments, locations, subsidiaries, sister companies, or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time-to-time. Disobedience of such orders of the Company will be construed as grave misconduct and may lead to punitive action.

5. Code of Business conduct

You will be governed by the Code of Business Conduct as is in force from time-to-time.

6. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently.

Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these policies of the company and the amended terms and conditions automatically.

7. Shifts

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it.

8. Training

You will be on training for a period of **Six Months** from the date of joining. On successful completion of Training you will be placed in probation for a period of 6 months and you shall continue to be on probation unless confirmed in writing by the company.

9. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You shall not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from the management. You shall not join in any employment OR accept any employment OR join the employment with the customer/s of Cyient Limited with whom you worked during the course of your employment or within 12 months from the time of leaving the employment with Cyient Limited.

Employee's Signature

10. Leave

You will be governed by the Cyient leave policy that is in force from time-to-time.

11. Medical Examination

The company reserves its right to have you undergo medical examination from time-to-time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

12. Dress Code

While at work you are a brand ambassador for Cyient and it is important to therefore dress the part. Please ensure you align with our Dress Code Policy and dress in Business Formals on Weekdays and especially during any customer visits or presentations. Business Informal is permitted on Friday.

13. Performance Review

Your performance shall be reviewed periodically as per the Performance Assessment and Career Enhancement Policy operational in the company. Performance reviews may or may not result in compensation reviews.

14. Compensation Reviews

Compensation reviews shall be purely based on each associate's profile, contributions, competencies, role, potential to shoulder higher responsibilities, and internal and external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered an impropriety and may lead to punitive action.

15. Declarations & Information

This offer of employment is made based on the information furnished by you regarding your personal data, education qualification and experience. If any information furnished by you proves to be false or willfully suppressed, this employment is liable to be terminated.

16. Associate's Non-Disclosure agreement

You will need to keep all information pertaining to Cyient and its subsidiaries, customers and all stakeholders confidential. Please execute the Employee's Non-Disclosure Agreement as stipulated by the company at the time of joining.

17. Non-solicitation:

During the term of employment, and for a period of one (1) year immediately thereafter, you agree not to solicit any employee, or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

18. Termination of contract

Either party can terminate this contract of employment without giving any reasons thereof subject to applicable clauses.

Employee's Signature

19. Period of Notice for termination of contract of employment by the Employee

You shall provide in writing a minimum of two weeks (15 calendar days) notice during the training and probation period or 60 days' notice post confirmation to terminate this contract of employment. The Company may at its sole discretion relieve you from such date even before the expiry of the notice period by waiving the remainder of the notice period without any compensation or salary for such remainder of the notice period.

20. Period of Notice for termination of contract of employment by the company.

Company shall provide in writing minimum of two weeks (15 calendar days) notice during the training and probation period or 60 days' notice on confirmation to terminate this contract of employment. However, company reserves the right to pay basic salary in lieu of the notice period and terminate the contract with immediate effect.

21. Recovery towards shortfall of period of notice.

You are required to give minimum period of notice in writing as **per Clause No 19**. However, the Company reserves the right to relieve you before the expiry of the notice period on payment or recovery, as the case may be, of proportionate basic salary towards shortfall of period of notice.

22. Dismissal.

Company reserves the right to dismiss you without any notice or payment in lieu of notice in the event of misconduct which constitutes a breach of integrity under the Company's Code of Business Conduct.

23. Voluntary Abandonment

Should you not report to duty for more than 9 consecutive days without prior sanction of leave from your superior, it will be construed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

24. Surrender of Company assets and Exit Process.

Please adhere to the requirements of the exit process in terms of settling all claims. You will also need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your employment before separation from the Company.

25. Travel

You may be required to undertake travel on behalf of the Company work and will be paid travel expenses as per the applicable travel policy for the same.

26. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation or secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad.

27. Contact information

Please keep the company informed of your postal address, telephone number, fax, email, or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

Employee's Signature

28. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

29. Back Ground Verification

Acceptance of this offer also confirms your consent to Cyient Limited to carry out necessary back ground checks on Education, Previous Employment and felony records.

30. Registration with NSR

It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Retirement

You shall retire from the services of the Company automatically on attaining the age of 60 years.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date:

Signature

Place:

August 23, 2021

HRD/3T/1001725493/21-22

Ms. Sindhu Kuruba
2-72/2, Greenforms Colony
Gandhamguda
Hyderabad-500091
India

Ph: +91-8333088913

Dear Sindhu,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.08.23 22:22:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
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T 91 80 2852 0261
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www.infosys.com

August 23, 2021

HRD/1001725493/21-22

Ms. Sindhu Kuruba
2-72/2, Greenforms Colony
Gandhamguda
Hyderabad-500091
India

Ph: +91-8333088913

Dear Sindhu,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Oct-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sindhu Kuruba			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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

Date: March 12, 2022

Ref: LTI/HR/Campus/EN1/2021

Name: Mounika

College: Chaitanya bharathi institute of technology

OFFER OF EMPLOYMENT

Dear Mounika,

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.3,53,780/-** 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.

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.



Ashish Naik
Associate Director -
Talent Acquisition

I have read the letter and accept the same.



12/03/2022

Signature and Date

ANNEXURE-1

Name : Mounika		Date : March 12, 2022
Salary Grade : GE2		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		9,330
Bonus		1750
A. Base Salary (PA)	312,960	26,080
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	312,960	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	10,556	
D. Retirals & Other Benefits	40,820	
Cost to Company (CTC) C+D	353,780	

Medical Insurance Premium

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

- You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Off-Campus Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: <ul style="list-style-type: none"> • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA
	<ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered. • Aggregate of 60% & above or equivalent CGPA must be obtained after declaration of final semester results
	<ul style="list-style-type: none"> • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	<ul style="list-style-type: none"> • Conversion from CGPA into Percentage must be calculated as per your respective University norms
	<ul style="list-style-type: none"> • Provisional/Passing Certificate (of all courses) must state First Class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness (in the format prescribed by LTI) at the time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above for the hiring process.
2. I am aware that this selection process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
6. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature:



Name:

Mounika

Institution Name:

Chaitanya bharathi
institute of technology

Mobile No:

7780657368

January 21, 2022

HRD/3T/1003108317/21-22

Mr. Chelikani Aravind
No. 1-48/14, Roop Narayana Peta,
Odela, Peddapalli,
Hyderabad-505152
India

Ph: +91-7680847764

Dear Chelikani,

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: 2022.01.21 16:19:21 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

HRD/1003108317/21-22

January 21, 2022

Mr. Chelikani Aravind
No. 1-48/14, Roop Narayana Peta,
Odel, Peddapalli,
Hyderabad-505152
India

Ph: +91-7680847764

Dear Chelikani,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **14-Feb-2022**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.01.21 16:19:21 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Chelikani Aravind			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Kommi Karthik Choudary

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Kommi Karthik Choudary,

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 : Kommi Karthik Choudary		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	

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: <ul style="list-style-type: none"> • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA
	<ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results
	<ul style="list-style-type: none"> • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	<ul style="list-style-type: none"> • Conversion from CGPA into Percentage must be calculated as per your respective University norms
	<ul style="list-style-type: none"> • Provisional/Passing Certificate(of all courses) must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	<ul style="list-style-type: none"> • Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	<ul style="list-style-type: none"> • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: _____

Name: _____

Institute Name : _____

Mobile No : _____

Date of interview process: _____

Date: 22nd October 2021

OFFER LETTER

Dear **Mohammed Awaze Ur Rahaman,**

We are pleased to appoint you for the position of **Graduate Engineer Trainee**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company on or before **22nd October 2021**.

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

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand Only)**. The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at anytime, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct / indirect business or work, honorary or remunerative, except with the written permission of the Company.

- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forth with inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Pvt. Ltd.



Mallikarjun Reddy A
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature
Name:

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

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 20,000	₹ 240,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 7,417	₹ 89,004
HRA	₹ 4,450	₹ 53,400
Bonus	₹ 618	₹ 7,416
Washing Allowance	₹ 1,113	₹ 13,356
Attendance Allowance	₹ 4,944	₹ 59,328
Gross Salary	₹ 18,542	₹ 222,504
Employee Contribution of PF	₹ 890	₹ 10,680
Employee Contribution of ESI	₹ 131	₹ 1,572
Net Salary	₹ 17,521	₹ 210,252
Employer Contribution of PF	₹ 890	₹ 10,680
Employer Contribution of ESI	₹ 568	₹ 6,816
Total Fixed Component	₹ 20,000	₹ 240,000

Accepted.

Signature
Name:
Date:

End of Annexure.



rohit alex <rohitalex888@gmail.com>

Amazon - Onboarding - SPRO HYD

B R, Aiyappa <aiyappar@amazon.com>
To: rohitalex888@gmail.com <rohitalex888@gmail.com>

Mon, 20 Sep 2021, 1:28 PM

Dear Oddi Rohit Alex,

Congratulations on being selected to work with Amazon India. We are pleased that you will shortly be working with us and we hope that you will have a long and fruitful career with Amazon.

You will be joining **Transaction Risk Investigator for Hyderabad Location** and your date of joining will be **4 Oct 2021**.

Your contract will commence on 4 Oct 2021 and will end on 4 Oct 2022.

Your **gross salary** for the role will be **290000** INR per annum. **(Non – Negotiable)**

Please reply to this email with your acceptance within 24 hours of receiving this email and apply on the below links to complete your joining formalities without which we cannot onboard you.

<https://www.amazon.jobs/en/jobs/1671911/transaction-risk-investigator>

Request you to read the email until the end and ensure you complete all the formalities 5 days before the date of joining to ensure that you have a hassle free process on your day 1. Kindly action every email within 24 hours from the time you receive the email and for any clarifications please reach out the respective teams for which email ids are given below in this mail. Any delay in responding to any email from your end would lead to postponement of date of joining to the next available batch.

Please note the following for your onboarding:

- You will receive an email to submit documents for background verification from **FADV BGC portal** and submit all the required documents once you receive them.
- Upon completing your documentation, you shall receive your offer letter details from **MyDocs-noreply@onbaseonline.com** and ensure that you complete it 100% on the portal.
- Pan card, E-Aadhaar & bank account are mandatory to join Amazon, so please ensure that you have these documents ready with you.
- Please ensure that your current mobile number is linked to your E- Aadhaar so that you can download it from the portal. **Scan copy of Aadhaar will not be accepted for your onboarding process.**
- To enable Amazon India to make EPF contributions, the Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to meet the statutory requirement of linking your Aadhaar details with UAN, the Company will mandatorily collect a copy of your E-Aadhaar, which needs to be uploaded on the <web based online onboarding tool. Kindly make a note of this mandatory requirement and keep a copy of E-Aadhaar downloaded from UIDAI portal.
- Your selection and employment with Amazon is subject to successful background verification clearance.
- Graduation is mandatory for this role i.e. should have completed without any backlogs.
- Pursuing graduation/post-graduation will be considered for 2021 passing out candidates only with only final semester/year results are pending or yet to take up exams for the final semester/year. The previous semesters/year results should be cleared with no backlogs.

Note: You will not be eligible for this role, if you are already an Amazon employee.

Below are few important points to note & acknowledge:

- We are allowing all our employees to work from home till the COVID- 19 situation eases and you will be able to work from home from your current location. However, you have to relocate to your place of posting once the situation eases or as and when you are required to relocate.
- IT equipment will be delivered to your current address to enable work from home option. Please ensure that you update the address correctly in the Embark form shared along with the offer letter documents.
- Please be informed that IT assets will be delivered through courier at the address provided by you. In event the said address is non-serviceable for any reason, you will be required to travel to your base office location/our nearest corporate office to collect the IT assets prior to your date of joining. In event you require any additional clarifications, please reach out to your respective Hiring Manager.
- You have to set up internet connection before your joining date with a speed range of 50-100 Mbps.

Key Email ids for Your Reference

- Post receiving email from FADV BGC Portal drop an email to **screening-svs-corp@amazon.com** for any kind of clarifications or doubts in regards to the portal.
- Post receiving email from Mydocs portal drop an email to **es-india-offer@amazon.com** or **kvyyv@amazon.com** for any kind of clarifications or doubts in regards to the portal.

Look forward to having you on board.

Thanks & Regards,

Aiyappa B R | **HVH Recruiter** | **Email:-** aiyappar@amazon.com

[Amazon India ranks among top 3 in the list of India's coolest workplaces](#)



27-Apr-2021

Dear Navile Sai Vishal,
B.Tech/B.E., Civil Engineering
Chaitanya Bharathi Inst of Technology,Hyderabad

Candidate ID – 15087805

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.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Navile Sai Vishal	Designation: Programmer Analyst Trainee
--------------------------------	--

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



Offer: Computer Consultancy
Ref: TCSL/DT20229583512/Lucknow
Date: 03/02/2022

Mr. Shiva Kolupolu
7-1Durga Nagar,
Opposite Brahman Gari Temple,
Nalgonda-508207,
Telangana.
Tel# 91-6302281606

Dear Shiva Kolupolu,

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/DT20229583512

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change based on your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

TCS Confidential

TCSL/DT20229583512

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti 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 Serviceline: 1800 209 3111 Email: careers@tcs.com



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior



written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to



serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.



18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :



- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Shiva Kolupolu
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Date: 06.09.2021 AT WE BUILD

To,
Mr. Mohammed Faheem Uddin,
#19-4-430/26/1,
Street No. 6, Basti Nabi Kareem,
Tadban, Bahadurpura,
Hyderabad, – 500064 Telengana, India

Sub: Letter of Appointment

Dear Mr. Mohammed Faheem Uddin,

You are hereby appointed as below in our organization.

Emp. Number	Band	Grade	Designation	Dept	Function
22092	5	D	Trainee Engineer	Projects	Projects

Your appointment is effective from the date of your joining, i.e. from 06.09.2021, the terms and conditions of your appointment are as below.

Terms and conditions:

1. You will be on probation for a period of 1 Year from the date of your joining. During the probation period your services can be terminated at any time without giving any notice and without assigning any reason thereof. The Management may, however, extend the probationary period for a further period.
2. Your service will be confirmed in writing. In case not communicated, you shall continue to be on probation until confirmed to you in writing.
3. Your salary details are strictly confidential. You are not supposed to discuss the same within or outside the organization. The details are enclosed as appendix to this letter, which forms the part of this letter.
4. On attaining the age of 60 year, you will attain the superannuation and retire from the service.
5. You will be the full time employee of the Company and you cannot take up any other job either part time or otherwise.
6. You shall comply with all applicable legislations and shall not to violate any of the laws enacted from time to time in discharge of your duties.

SALARPURIA SATTVA GROUP

Corporate Office: 4th Floor, Salarpuria Windsor, # 3, Ulsoor Road, Bangalore - 560 042 Karnataka
Tel: 080 42699000 / 25590406 / 25593043 | Mob: 9620215266 | Toll-free: 18001213344 | Fax: 080 42699011 | Website: www.sattvagroup.com

Termination of Service:

1. Your Service may be terminated any time during the probation period without assigning any Notice.
2. On Confirmation, in case your performance/conduct is not satisfactory, your service may be terminated by giving ONE MONTH notice /ONE MONTH pay, in lieu of notice period.
3. At any time during your employment if you wish to leave the organisation, you are required to give one month notice before confirmation and after confirmation two month's notice so that Company gets sufficient time to make alternative arrangement.

Please confirm your acceptance of above terms of Employment by signing copy of this appointment Letter.

We wish you a Fruitful and Bright Career with us.

Regards,

For SATTVA GROUP



Authorized Signatory

Accepted by me

Employee's Signature





TRUST. IT'S WHAT WE BUILD

7. You shall abide by all the staff rules, regulations, and policies including Company's Employees Code of Conduct which are in force from time to time

Duties and Responsibilities:

1. You are expected to perform your duties and responsibilities as per the Job profile given to you / as per the instructions from your Department Head.

2. During your Service in the Company you are expected to be punctual and discharge the duties entrusted to you sincerely.

3. You are not expected to leave the Office Premises during the Working Hours without the prior permission of your Superior Officers.

4. You are not expected to be absent from your duty without applying for leave in advance and getting it sanctioned. In case of your unauthorized absence from duty for a period of one week, you will be treated as having abandoned the work and your name will be removed from the rolls of the company.

5. You shall not borrow/accept any money, gift, reward or compensation or you shall not place yourself under any pecuniary obligations with any person with whom the company has official dealings.

6. You would be liable to be transferred to any branch or establishment of the Company within or outside India.

7. You are expected to maintain utmost secrecy with regard to all the affairs of the Company.

8. If you conceive any new/advanced method of improving process/formulae/ systems in relation to the operation of the Company, such development shall be communicated to the Company and the same would be the sole property of the company.

9. In discharge of your duties during employment of the Company, you shall not offer or make any unlawful payment to any person/s.

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Appendix to the Appointment letter Dated: 06.09.2021

Name: Mr. Mohammed Faheem Uddin

Designation: Trainee Engineer

REMUNERATION DETAILS

Sl.No	Details	Monthly	Yearly
EMOLUMENTS			
1	Basic	10,750.00	
2	House Rent Allowance	4,300.00	
3	City Comp Allowance	1,613.00	
4	Leave Travel Allowance	1,075.00	
5	Conveyance	1,600.00	
6	Medical Reimbursement	1,250.00	
7	Special Allowance	912.00	
(A) Monthly/Annual Gross		21,500.00	258,000.00
ANNUAL BENEFITS			
1	Exgratia/Bonus		21,500.00
2	Leave Encashment		14,333.00
(B) Total			35,833.00
RETIRAL BENEFITS			
1	Employer Contribution of PF	1,290.00	15,480.00
2	Gratuity Contribution		12,404.00
(C) Total			27,884.00
(D) ESI - Employer Contribution		0.00	0.00
Total Cost to Company - A+B+C+D			321,717.00
DEDUCTIONS			
1	PF - Employee Share	1,290.00	
2	Professional Tax	200.00	
3	ESI	0.00	
(E) Total		1,490.00	
Monthly Net Pay (A-E)		20,010.00	
Necessary TDS would be applicable on the above emoluments			
OTHER BENEFITS			
1	Group Mediclaim		3 Lacs
2	Personal Accident Insurance		5 Lacs

Note:-

1. Basic Salary is reckoned for calculation of PF.
2. For any computation, including annual increments, only fixed pay, i.e. Amt Shown against (A) is considered.
3. Exgratia/Bonus would be paid as on 31 Mar XX or on Completion of 1 year of service whichever is later.
4. Exgratia/Bonus and Leave Encashment (Earned Leave) will be paid, as per the Sattva Policy.

Authorized Signatory

SALARPURIA SATTVA GROUP

16th December, 2021

Confidential

Ref: HR/CSY/GIS/OPS/2021/JDE/13/12/21

To

Gajula Narendar,
H.No: 10-1-48/A,
Ganesh Nagar,
Rajanna sircilla Mandal,
Telangana – 505301.

Dear Gajula Narendar,

Sub: Offer Letter

With reference to your application and subsequent selection procedures, we are pleased to offer you a position as **Jr. Design Engineer (Smart City and IoT Solutions)** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report our office on **20th December 2021** to complete the joining formalities, which includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.



Secrecy and Duty:

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy with regards to the affairs of the company and shall keep confidential any information, instruments, documents etc. relating to the company that may come to your knowledge.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon two months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.



Liquidated Damages

- (a) You acknowledge and agree that the Cadsys is providing you with training so as to enable you to perform in this position. You neither had the skill nor the capability to perform in this position without undergoing this training.
- (b) You acknowledge and agree that as an employee of Cadsys, you will receive highly sensitive information from customers all over the world. Any breach in confidentiality of this valuable information not only causes irreparable damage to the company but also loss of reputation in international market.
- (c) You further acknowledge and agree that in lieu of the special training given and the nature of services you were provided with, it may not be possible for the company to accurately estimate and/or establish the loss it will suffer if you breach the terms of this offer letter and leave your employment with the company before completion of two years from the date of joining the employment.

Having regard to those matters in clause (a) to clause (c), if your employment is terminated for breach or by you, including if you seek to leave your employment before the Probation End Date, you must pay to the company, a sum of **Rupees Fifty Thousand (Rs. 50,000) towards the liquidated damages**. To this effect, before joining the company you shall provide an irrevocable Bank Guarantee in the format provided to you.

You further agree and acknowledge that this amount is a genuine pre-estimate of the loss that the company will suffer as a result of you terminating your employment before the end date or for breaching any of the confidentiality clauses of the intellectual property agreement. This amount is exclusive of damages, if any, which arise out of your breach of the mandatory terms and conditions outlined in this agreement.

Severability:

In the event any provision of this agreement is deemed invalid or unenforceable by a court of law, the remaining provisions shall continue in full force and effect.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The above-mentioned terms and other rules & regulations shall be in force and binding until you are separated from the company by way of a written agreement/ letter issued to you.

Any action to enforce, or which arises out of or relates in any way to, any of the provisions of this agreement, or any dispute with regard to the terms stipulated herein shall be resolved in accordance with the laws of India, and any dispute, reference to this shall be dealt at Hyderabad under the exclusive jurisdiction of the courts of India.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CADSYS (INDIA) LIMITED

Manager – Human Resources

I accept the terms of this letter

ANNEXURE-A

Cost to Company break -up Details			
Earnings			Deductions as applicable
Break - up	Monthly	Yearly	Monthly
Basic	8000	96000	Professional Tax, Individual PF Contribution, Individual ESI Contribution, Individual Income Tax (If applicable)
HRA	3200	38400	
Professional Development Allowance	800	9600	
WiFi Allowance	1000	12000	
Conveyance	1600	19200	
Medical	1400	16800	
Fixed Salary	16000	192000	
PF Employer Contribution	1536	18432	
*ESI Employer Contribution	520	6240	
Gratuity	-	4615	
**Performance Incentives upon reaching minimum target	5500	66000	
Total	23556	287287	
Fixed CTC Per Annum	Rs.221287/-		
	Rupees Two Lakh Twenty One Thousand Two Hundred and Eighty Seven Only		
Total CTC including performance incentives on reaching minimum target	Rs.287287/-		
	Rupees Two Lakh Eighty Seven Thousand Two Hundred and Eighty Seven Only		

*ESI Contribution may vary based on total earnings in a month.

** Incentives are variable and based on individual performance.



Date: 06-Apr-2022

Personal & Confidential

Madhumitha Midivelli (C297218)

Offer of Apprenticeship

Dear Madhumitha Midivelli ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

To help Cyient meet its accelerated growth plan, we are delighted to offer you the position of **Trainee Apprentice** to join Cyient (referred to as Cyient or the Company) in this journey.

Duration of this assignment shall be for 12 months (twelve months) from the date of joining and is expected to extend or decrease, based on the company needs. You shall be intimated time to time on any changes in the assignment.

This offer is subject to your acceptance of the attached terms and conditions, please e-mail your acceptance of this offer of apprentice to initiate the on-boarding process.

Start date: On 07-Apr-2022

Place of Work: Hyderabad, Uppal

Address: SEZ Arena Town Center, Block No. 1, Plot No. 6, Survey No-1, IDA Uppal,, Hyderabad- 500039, Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Talent Acquisition SPOC Suresh Gunari and Email - suresh.gunari@cyient.com

For Cyient Ltd.



Soumya Pola
Senior Manager - HR

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Trainee Apprentice Signature

Annexure - 1

Components	Description	Monthly (INR)	Yearly (INR)
Stipend	First 6 months (A)	13,000	
	After completion of 6 months (B)	14,000	
	Overall CTC (A+B)		1,62,000
Special Allowances			
*Productivity Linked Performance (PLI)	Paid every 3 months in 4 equal installments based on performance, post completion of training		Upto 25,000
Special Stipend	Paid every 6 months in 2 equal installments		13,000
	Full year Potential earnings		200,000

* **PLI** - You will be eligible for productivity linked incentive (PLI) post completion of training which has a maximum earning potential of INR 6,250 per quarter in addition to monthly stipend. The PLI will be based on your performance.

Company reserves the right to amend certain terms and conditions of PLI from time to time to cope with the changing business needs and environment which shall be communicated appropriately.

Benefits

- You are eligible for annual leaves as per the Cyient policy
- You and your family are eligible for Employee State Insurance (ESI)
- Subsidized office transportation

Note: Your performance shall be reviewed on completion of one year, basis which you could be considered for a full-time employment with Cyient. The gross salary for a full-time employment based on your role will vary from INR 2,50,000 – INR 2,75,000 per annum. In addition to the compensation you will also be eligible for PLI, allowances and other benefits.

For Cyient Ltd.



Soumya Pola

Senior Manager - HR

Trainee Apprentice Signature

Annexure 2

List of documents to be carried for on-boarding formalities:

Please note that you must carry One set of photo copies of each of the documents mentioned below and bring the originals along with you for verification on your date of joining.

- Educational Documents(As applicable)
 - 10th Standard Mark Sheet
 - 12th Standard Mark Sheet
 - UG/Diploma Degree Certificate/Provisional and Mark Sheets
 - PG Degree Certificate/Provisional and Mark Sheets

- ID Proof
 - Aadhar Card (2 photocopies)
 - PAN Card (2 photocopies)

- Four Passport size photographs(Recent)

Other Details:

Contact Person: PhaniKumar Daivam / Prathibha

For Cyient Ltd.



Soumya Pola
Senior Manager - HR

Internal Reference: JR-028734

Annexure 3

Terms and conditions

1. Compensation

As detailed in Annexure 1

2. Education Qualification

This offer of apprenticeship to you is made based on the premise that you have acquired the desired qualification with 50% marks. If you are awaiting the results as on the date of joining and do not complete the qualification subsequently with the above percentage, this offer stands cancelled.

3. Transfer & Deputation

You can be transferred to other departments, locations, subsidiaries, sister companies, or deputed to any client's site, within India based on the requirements of the organization or exigencies of work from time-to-time. Disobedience of such orders of the Company will be construed as grave misconduct and may lead to punitive action.

4. Code of Business conduct

You will be governed by the Code of Business Conduct as is in force from time-to-time.

5. Applicability of changes in the general terms and conditions of apprenticeship and policies made by the company subsequently.

Company reserves the right to amend certain terms and conditions of apprenticeship and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these policies of the company and the amended terms and conditions automatically.

6. Shifts

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it.

7. Leave

You will be governed by the Cyient annual leave policy that is in force from time-to-time.

8. Medical Examination

The company reserves its right to have you undergo medical examination from time-to-time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

9. Dress Code

While at work you are a brand ambassador for Cyient, and it is important to therefore dress the part. Please ensure you align with our Dress Code Policy and dress in Business Formals on Weekdays and especially during any customer visits or presentations. Business Informal is permitted on Friday.

10. Performance Review

Your performance shall be reviewed periodically as per the Performance Assessment Guidelines Policy for Apprentices which is operational in the company.

Trainee Apprentice Signature

11. Declarations & Information

This offer of apprenticeship is made based on the information furnished by you regarding your personal data, education qualification and experience. If any information furnished by you proves to be false or willfully suppressed, this apprenticeship is liable to be terminated.

12. Associate's Non-Disclosure agreement

You will need to keep all information pertaining to Cyient and its subsidiaries, customers and all stakeholders confidential. Please execute the Non-Disclosure Agreement as stipulated by the company at the time of joining.

13. Non-solicitation:

During the term of apprenticeship , and for a period of one (1) year immediately thereafter, you agree not to solicit any employee or apprentice, or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or apprentice or independent contractor associated with the Company to terminate or breach an apprenticeship, contractual or other relationship with the Company.

14. Termination of Apprenticeship

Either party can terminate this contract of apprenticeship without giving any reasons thereof subject to a minimum of one month's notice period (in writing). However, company reserves the right to pay one month's stipend in lieu of the notice period and terminate the contract with immediate effect.

15. Dismissal.

Company reserves the right to dismiss you without any notice or payment in lieu of notice in the event of misconduct which constitutes a breach of integrity under the Company's Code of Business Conduct.

16. Voluntary Abandonment

Should you not report to duty for more than 9 consecutive days without prior sanction of leave from your superior, it will be construed that you have voluntarily abandoned from the apprenticeship and your contract for the same will stand terminated.

17. Surrender of Company assets and Exit Process.

Please adhere to the requirements of the exit process in terms of settling all claims. You will also need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your apprenticeship before separation from the Company.

18. Travel

You may be required to undertake travel on behalf of the Company work and will be paid travel expenses as per the applicable travel policy for the same.

19. Contact information

Please keep the company informed of your postal address, telephone number, fax, email, or any other means for communication including changes that may occur during the period of your apprenticeship. Any communication sent to the last informed address is deemed as served.

20. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of apprenticeship.

Trainee Apprentice Signature

21. Back Ground Verification

Acceptance of this offer also confirms your consent to Cyient Limited to carry out necessary back ground checks on Education, Previous apprenticeship/employment and felony records.

22. Extension of apprenticeship.

The Company reserves the right to curtail or extend the training period of the trainee at its discretion besides that the Company can shift the trainee from the present Company to some of its other unit or subsidiary company.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date:

Place:

Trainee Apprentice Signature



Offer: Computer Consultancy

Ref: TCSL/CT20213768490/Chennai

Date: 11/11/2021

Ms. Niveditha Akula
15-17915-179,Vidyanagarcolony,Kothakota,
Best Grammar School,
Wanaparthy-509381,
Telangana.
Tel# -9100642147

Dear Niveditha Akula,

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.

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TCSL/CT20213768490

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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TATA CONSULTANCY SERVICES

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



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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TATA CONSULTANCY SERVICES

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior



written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to



serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.



18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :



- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Niveditha Akula
Designation	Assistant System Engineer-Trainee
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:03-Nov-2021

**Sathyavathi Siripangi
C10271482**

**H.NO:42-367/2, Anjaiah nagar,Jagathgirigutta,Qutubullapur,Medchel,Hyderabad-500037,Telangana
8639845214**

Dear **Sathyavathi Siripangi,**

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 3.0 (Oct 2021)

1

Candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.

- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you. Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you to visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink, appearing to read 'mzurale', written over a horizontal line.

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

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[#]	9,500
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 FY22 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.

(C) Joining Bonus

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

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



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

Superset ID: 280759

Letter of Intent ("LOI")

Dear Sri Nayani Gajji,

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

Puneet Kumra

Head - Fresher Hiring

ANNEXURE 1

Sri Nayani Gajji
Analyst and A4

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

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring



Offer: Computer Consultancy

Ref: TCSL/CT20203489646/Chennai

Date: 26/08/2021

Ms. Srivani Lingampally
8-1-362Kranthi Nagar Colony,
Near Hanuman Temple,
Nalgonda-508001,
Telangana.
Tel# 91-7730881599

Dear Srivani Lingampally,

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/CT20203489646

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change based on your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior



written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)



- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Srivani Lingampally
Designation	Assistant System Engineer-Trainee
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



22-Mar-2021

Dear **Bandi Udaya Sri**,
B.Tech/B.E., Civil Engineering
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15087817

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.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Bandi Udaya Sri **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

MEIL/GET/CIVIL/2021-22/0006

Date: 13/07/2021

Mr.Mudigonda Kamal Nayan

H.NO: 8-11-145, J P N Road K V Street,

Warangal, Telangana - 506002

Mobile No: 7989349985

Email Id: mudigondakamalnayan@gmail.com

Dear Mr.Mudigonda Kamal Nayan

**Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) – Civil**

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Head Office - 0913, Telangana to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 20/07/2021
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be **Rs. 2,43,600 (Rupees Two Lakh Forty Three Thousand Six Hundred Only) on Cost to Company basis** (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.



Contd...



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.
12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
 - 12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

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Contd...

Mudigonda Kamal Nayan

- 12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.
- 12.3. You are deemed to be in the services of the Company, during the notice period.
- 12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

- 13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.
- 13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.
- 13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,

For Megha Engineering & Infrastructures Ltd.



D Venkata Ramana Rao

Associate Vice President-HR

Note: This offer is valid subject to submission of provisional certificate (B Tech) on or before 30.09.2021.

ACCEPTANCE OF OFFER OF APPOINTMENT


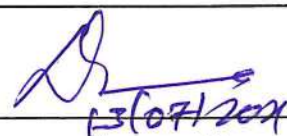
I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:

Date:

Signature of the Candidate

Cost to Company

Employee Name	Mr. Mudigonda Kamal Nayan	Sector	Corporate Office
Grade	T	Designation	Graduate Engineer Trainee
Department	Designs	Vertical	Designs
Office / Unit / Project:	Head Office - 0913		
DOJ	20/07/2021	Effective Date	20/07/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
▶ Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share.			
▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.			
▶ Employees posted at sites are eligible for Family accommodation as per policy.			
▶ Free bachelor accommodation for employees posted as sites.			
▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.			
▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules			
▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.			
▶ Group Term Life Insurance : As per policy			
▶ TDS as per IT Act.			
▶ Gratuity: As per Gratuity Act			
▶ EPF: As per EPF & MP Act			
▶ ESI: As per ESI Act			
▶ Bonus: As per Bonus Act			
			
Prepared by	Verified by	Approved by	13/07/2021

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: A.rakesh

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear A.rakesh,

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.

A Raky 17/10/2020

Signature and Date

ANNEXURE-1

Name : A.rakesh		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	

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: <ul style="list-style-type: none"> • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA
	<ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results
	<ul style="list-style-type: none"> • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	<ul style="list-style-type: none"> • Conversion from CGPA into Percentage must be calculated as per your respective University norms
	<ul style="list-style-type: none"> • Provisional/Passing Certificate(of all courses) must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	<ul style="list-style-type: none"> • Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	<ul style="list-style-type: none"> • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: A Rakesh

Name: ANNAMANENI RAKESH

Institute Name : C.B.I.T-HYDERABAD

Mobile No : 7337231648

Date of interview process: 19/09/2020



22-Mar-2021

Dear Sai Naveen Balla,
B.Tech/B.E., Civil Engineering
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15087835

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.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Sai Naveen Balla **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Offer Letter- Cloud4C-

Komatireddy Shashi Kumar



Reddy Inbox



Haritha Balijepalli Jun 9

to me ▾



Dear Komatireddy Shashi Kumar Reddy,

Congratulations !!!

Further to your discussions with the Senior Management team, we are pleased to offer you the position of "Trainee" at Cloud4C Services Pvt. Ltd. **effective from Tuesday, 15th June 2021.**

Note:

- You will be initially on the Training program for 4 Months.
- You will be eligible for a Stipend of Rs. 10,000/- per month during the training period.
- We will hand over the appointment letters after your successful completion of training and selection.



HRD/3T/1002436337/21-22

September 16, 2021

Mr. Abbu Sumanth

Gopal Rao Peta(Vil),Bhadhradri Kothagudem(Dist),H-No=2-220

Gopal Rao Peta(Vil),Bhadhradri Kothagudem(Dist),H-No=2-220

Manuguru-500075

India

Ph: +91-7993953233

Dear Abbu,

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: 2021.09.16 18:42:27 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
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askus@infosys.com
www.infosys.com

HRD/1002436337/21-22

September 16, 2021

Mr. Abbu Sumanth
Gopal Rao Peta(Vil),Bhadhradri Kothagudem(Dist),H-No=2-220
Gopal Rao Peta(Vil),Bhadhradri Kothagudem(Dist),H-No=2-220
Manuguru-500075
India

Ph: +91-7993953233

Dear Abbu,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20_____

Sign your name

Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.16 18:42:27 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
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askus@infosys.com
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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Abbu Sumanth			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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



23-Mar-2021

Dear Malyala Varapasad,
B.Tech/B.E., Civil Engineering
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15087839

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.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Malyala Varaprasad	Designation: Programmer Analyst Trainee
---------------------------------	--

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



TCS Confidential

Ref: TCS/2021-22/CC-C1/1950119

December 23, 2021

Ms. Shirisha Singari
Chennai

Dear Shirisha Singari,

This is to inform you of your compensation structure revision effective **December 01, 2021**.

Your revised Annual Compensation for the year 2021-22 is **Rs. 7,09,618/-**.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be subject to change of long term deputation on international assignments, if any.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

A handwritten signature in black ink, appearing to read 'Milind Lakkad', written over a horizontal line.

Milind Lakkad
Chief Human Resources Officer

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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



TCS Confidential

Ref: TCS/2021-22/CC-C1/1950119

ANNEXURE I

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. Bouquet of Benefits comprises the following salary components.

House Rent Allowance

To avail tax benefit on this amount, you have to access the TRLP link in Ultimatix and submit rent receipts at least once a quarter to the Finance department of your base branch.

Leave Travel Allowance

If you wish to avail tax benefits, you need to apply for a minimum of three days of earned leave, apply in Ultimatix and submit supporting travel documents.

Food Card

You will be eligible for Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

Elevate Incentive

You will be paid an Elevate Incentive of **Rs. 22,905/-** per month. This incentive is subject to review and may change or be discontinued.

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Ref: TCS/2021-22/CC-C1/1950119

PERFORMANCE PAY

Your performance pay will comprise of 2 parts as indicated below.

Monthly Performance Pay

You will receive a monthly performance pay of **Rs. 4,400/-**.

Performance Bonus

Your performance bonus will be **Rs. 3,200/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit. Additionally, the extent of your allocation to the business unit would also be a measure of your performance bonus. The payment is subject to your being active on the company rolls on the date of announcement of performance bonus.

Performance pay shall be treated In lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 1,200/-**, per month. This allowance is fully taxable, is specific to India and linked to your base location. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

You are covered by the Group Health Insurance Scheme. The insurance cover entitles your family and you towards reimbursement of medical expenses up to **Rs. 2,06,000/-** per annum per insured. This scheme also provides enhanced hospitalisation cover up to **Rs. 12,00,000/-** per annum per family, on payment of premium, as applicable. For details, please refer to the policy on HIS.

RETIRALS

Provident Fund

TCS will contribute 12% of your basic salary every month as contribution to the Provident Fund.

Gratuity

You will be eligible for gratuity in accordance with the rules applicable.

Afterlife Benefit

You are covered under Afterlife Benefit policy, the cost for which is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of INR 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

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Ref: TCS/2021-22/CC-C1/1950119

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	1,80,000
BOUQUET OF BENEFITS	1,11,000
CITY ALLOWANCE#	14,400
ELEVATE INCENTIVE^^	2,74,860
RETIRALS	
Provident Fund	21,600
Gratuity	8,658
PERFORMANCE PAY**	
Monthly Performance Pay	52,800
Performance Bonus***	38,400
TOTAL SALARY	7,01,718
INSURANCE	
Health Insurance@	7,900
CTC	7,09,618
Afterlife Benefit\$	2,725

Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

^^ You will be paid an Elevate Incentive. This incentive is subject to review and may change or be discontinued.

** In lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

*** Performance Bonus will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

\$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

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TCS Confidential

Ref: TCS/2021-22/CC-C1/1950119

In case, you wish not to opt for BoB, Defined structure as given in Table 2 will be applicable.

Table 2: TCS Defined Structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	90,000
Leave Travel Allowance	15,000
Food Card	6,000
BOUQUET OF BENEFITS	1,11,000

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:02-Sep-2021

**Laya Padakanti
C10044466**

H.no 4-6-1,Aloor road, Armoor, Nizamabad

8367643121

Dear Laya Padakanti,

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

Laya
candidate's Signature

Reference Id: 26cc4149-e942-47ec-8cf7-5c38d4412ad8_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India



PADAKANTI LAYA
[Insert full legal name]

Date of Joining: 29-11-2021

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.

(C) Joining Bonus

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

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

**BE YOURSELF,
MAKE A DIFFERENCE.**



Strictly Private and Confidential

Date:02-Sep-2021

**Archana Ragusala
C10044402**

11-23-1210,Telecom colony, Warangal

8919838185

Dear **Archana Ragusala**,

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

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink, appearing to read 'mzurale', with a horizontal line drawn through it.

Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

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.

(C) Joining Bonus

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

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Prathyusha Badri

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Prathyusha Badri,

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 : Prathyusha Badri		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	

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: <ul style="list-style-type: none"> • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA
	<ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results
	<ul style="list-style-type: none"> • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	<ul style="list-style-type: none"> • Conversion from CGPA into Percentage must be calculated as per your respective University norms
	<ul style="list-style-type: none"> • Provisional/Passing Certificate(of all courses) must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	<ul style="list-style-type: none"> • Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	<ul style="list-style-type: none"> • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: _____

Name: _____

Institute Name : _____

Mobile No : _____

Date of interview process: _____

HRD/3T/1002769552/21-22

Ms. Neha Mankala
No.11-4-161,
Bharath Nagar
Siddipet-502103
India

Ph: +91-9182454260

Dear Neha,

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: 2022.01.05 23:30:39 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

January 5, 2022

HRD/1002769552/21-22

Ms. Neha Mankala
No.11-4-161,
Bharath Nagar
Siddipet-502103
India

Ph: +91-9182454260

Dear Neha,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-2022**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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


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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: 13-01-2022, 2022



Sign your name

NEHA MANKALA SIDDIPET
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.01.05 23:30:39 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Neha Mankala			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Neha Mankala			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/3T/1002437005/21-22

September 19, 2021

Mr. Vijaya Raju Kesanapalli
H. No: 7-52/1, Pentakhurd
Salampad Camp, Bodhan
Bodhan-503185
India

Ph: +91-9603564896

Dear Vijaya Raju,

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: 2021.09.19 18:19:42 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

HRD/1002437005/21-22

September 19, 2021

Mr. Vijaya Raju Kesanapalli
H. No: 7-52/1, Pentakhurd
Salampad Camp, Bodhan
Bodhan-503185
India

Ph: +91-9603564896

Dear Vijaya Raju,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited


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

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.19 18:19:42 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vijaya Raju Kesanapalli			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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



September 19, 2021

HRD/3T/1002437152/21-22

Mr Sai Nitheesh Magasani

H. No: 1-22/a, Behind Kumar Talkies

Ramanagar Colony, Khammam

Khammam - 507001

India

Ph: +91-8592453785

Dear Sai Nitheesh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing



The Sirpur Paper Mills Ltd.

SIRPUR-KAGHAZNAGAR-504 296, DIST. KOMARAMBHEEM
ASIFABAD (T.S.) INDIA CIN : L21010TG1938PLC000591

Ref.: SPM /2021-22/HRD/Campus/4

1st June, 2021.

Mr.P.Suhanth
B.Tech (Chemical)
Chaitanya Bharathi Institute of Technology
Hyderabad.

This has reference to the interview held on 6th May, 2021 online, we have pleasure to appoint you as "Engineer Trainee", on the terms and conditions discussed at the time of interview and as embodied in separate letter of appointment, which will be handed over to you at the time of joining duties.

You are required to join duty on or before 14.06.21, at our works.

Please arrange to produce the original documents along with two copies of each of the following certificates to us at the time of joining.

1. Education certificates including certificate of date of birth.
2. Copy of certificates from two respectable persons.
3. Two passport size colour photographs.

The above appointment is subject to your being medically fit by medical authorities nominated by us & on successful completion of your related degree and also your antecedents verified and found to be satisfactory.

Please signify your acceptance by signing and returning the duplicate copy of this letter.


BENSAM K RAJA
GENERAL MANAGER (HR & IR)



10/06/2021

Regd Office : 1, No. 5-22-1, 1st Floor, Opp. New MIA Quarter's Gate, Adarshnagar, Hyderabad-500 064
Phone : (040) 25710244, 25711134, Fax : (040) 23232470, E-mail : registeredoffice@sirpurpaper.com, Website : www.sirpurpaper.com

Corp. Office : Nehru House, 4 Bahadur Shah Zafar Marg, New Delhi-110002, Ph. 91-11-33001132, 33001112, 23311112-5, Fax 91-11-23712680

Fwd: Orient Cement Database for GET Position-Chemical Engineering stream

Placements HEAD <placements@cbit.ac.in>

Sat, Aug 28, 2021 at 1:04 PM

To: Chemical HEAD <hod_chem@cbit.ac.in>, ugs17027_chem.harsh@cbit.org.in, hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>, harshithairigi@gmail.com

Cc: Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>

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

From: ANJU DAS <anju.das@orientcement.com>

Date: Fri, Aug 27, 2021 at 8:56 PM

Subject: RE: Orient Cement Database for GET Position-Chemical Engineering stream

To: hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>

Cc: placements@cbit.ac.in <placements@cbit.ac.in>, mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>, harsh agarwal <ugs17027_chem.harsh@cbit.org.in>

Dear Hanusha,

Thanks for the co-ordination.

Please find below the final shortlist from the interview -

1. Irigi Harshitha (Chemical)

Request you please submit her educational certification and adhaar card for offer process.

Thanks !

Anju

From: ANJU DAS

Sent: Thursday, August 26, 2021 4:52 PM

To: hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>

Cc: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; harsh agarwal <ugs17027_chem.harsh@cbit.org.in>

Subject: RE: Orient Cement Database for GET Position-Chemical Engineering stream

Dear Hanusha,

Please find below the zoom link for interview scheduled **tomorrow 27th Aug 2021 at 2:30 PM.**

Join Zoom Meeting

<https://orientcement.zoom.us/j/92227868690?pwd=UHG5K2cxRmxnbnlVNSsyZ2c3WHFNUT09>

Meeting ID: 922 2786 8690

Passcode: 463839

Sequence of interview :-

Sequunce	Name
1	Tharunesh Ponukanti
2	Kiranmai Palcham
3	Irigi Harshitha
4	Kandati Poojitha
5	Mohammed Mansoor Ali
6	Lokesh Sai Grandhi

Please let me know for any other details.

Thanks !

Anju

From: ANJU DAS

Sent: Thursday, August 26, 2021 12:32 PM

To: hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>

Cc: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; harsh agarwal <ugs17027_chem.harsh@cbit.org.in>

Subject: RE: Orient Cement Database for GET Position-Chemical Engineering stream

Dear Hanusha,

We will be having final interviews via zoom tomorrow at 2:30 PM. Will share your zoom details shortly.

Please inform the students accordingly.

Thanks !

Anju

From: hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>

Sent: Wednesday, August 25, 2021 9:55 PM

To: ANJU DAS <anju.das@orientcement.com>

Cc: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; harsh agarwal <ugs17027_chem.harsh@cbit.org.in>

Subject: Re: Orient Cement Database for GET Position-Chemical Engineering stream

Dear sir,

PFA of CVs of the students selected for interviews.

Thanks&Regards,

Hanusha Durisetty

From: ANJU DAS <anju.das@orientcement.com>
Sent: Wednesday, August 25, 2021 4:27 PM
To: hanusha durisetty <ugs17004_chem.hanusha@cbit.org.in>
Cc: placements@cbit.ac.in <placements@cbit.ac.in>; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; harsh agarwal <ugs17027_chem.harsh@cbit.org.in>
Subject: RE: Orient Cement Database for GET Position-Chemical Engineering stream

Dear Hanusha,

Please find below the shortlisted students for the interview , we soon share the details regarding the interview. Meanwhile pls share the CVs.

Candidate Id	Name	Gender	Date of Birth	Mobile	Email
25473896	Tharunesh Ponukanti	Male	02-Sep-2000	+91 8309195215	ugs17047_chem.tharunesh@cbit.org.in
25473996	Hanusha Durisetty	Female	27-May-2000	+91 8919112744	hanushadurisetty27@gmail.com
25474077	Kiranmai Palcham	Female	02-Sep-1999	+91 9912775268	krpalcham@gmail.com
25474080	Irigi Harshitha	Female	10-Jun-1999	+91 9515071502	harshithairigi@gmail.com
25474117	Kandati Poojitha	Female	05-Aug-2000	+91 9398690478	poojithareddykandati2000@gmail.com
25474137	Mohammed Mansoor Ali	Male	02-Mar-1999	+91 9121751691	mans8rali@gmail.com
25474265	Lokesh Sai Grandhi	Male	04-Aug-1999	+91 8555882702	lokeshsai.grandhi4@gmail.com

Thanks !

Anju

From: ANJU DAS
Sent: Monday, August 23, 2021 12:04 PM
To: ugs17004_chem.hanusha@cbit.org.in
Cc: Placements HEAD <placements@cbit.ac.in>; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; ugs17027_chem.harsh@cbit.org.in
Subject: FW: Orient Cement Database for GET Position-Chemical Engineering stream

Dear Hanusha,

We will be conducting online test tomorrow, **24th August at 10 am – 12 pm**. Please share the required details in attached template.

Also, hope these all students are of 2021 batch. We will consider them only.

Please share your contact number as well.

Thanks !

Anju

9542909393

From: hanusha durisetty <ugs17004_chem.hanusha@cbit.org.in>
Sent: Saturday, August 21, 2021 5:27 PM
To: ANJU DAS <anju.das@orientcement.com>
Cc: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; harsh agarwal <ugs17027_chem.harsh@cbit.org.in>
Subject: Orient Cement Database for GET Position-Chemical Engineering stream

Dear sir,

Hope you are safe and doing well. Thank you for your interest in the recruitment of CBIT chemical engineering students. PFA the list of interested students.

Thanks &Regards,

Hanusha Durisetty
Chief Placement Coordinator
CBIT

DISCLAIMER:-“The message and any files attached is intended solely for the use of the Addressee(s) and may contain information that is PRIVILEGED AND CONFIDENTIAL under applicable laws. If you are not the intended recipient, please notify us by return email and delete the message from your system. Any review or reliance by others or copying or distribution or forwarding of any or all of the contents in this message is STRICTLY PROHIBITED and all liabilities arising there-from is disclaimed. We take no responsibility for any viruses or other damaging elements that may be contained in this email together with any of its attachments. Company reserves the right to monitor and review the content of all messages sent to or from this e-mail address. Messages sent to or from this e-mail address may be stored on Company's e-mail system".'. If the disclaimer can't be applied, attach the message to a new disclaimer message.

DISCLAIMER:-“The message and any files attached is intended solely for the use of the Addressee(s) and may contain information that is PRIVILEGED AND CONFIDENTIAL under applicable laws. If you are not the intended recipient, please notify us by return email and delete the message from your system. Any review or reliance by others or copying or distribution or forwarding of any or all of the contents in this message is STRICTLY PROHIBITED and all liabilities arising there-from is disclaimed. We take no responsibility for any viruses or other damaging elements that may be contained in this email together with any of its attachments. Company reserves the right to monitor and review the content of all messages sent to or from this e-mail address. Messages sent to or from this e-mail address may be stored on Company's e-mail system".'. If the disclaimer can't be applied, attach the message to a new disclaimer message.

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With Best Regards,

Dr. NLN REDDY,
Director - Career Development Centre
Chaitanya Bharathi Institute of Technology
98494 66587



Offer: Computer Consultancy
Ref: TCSL/CT20213815437/Chennai
Date: 04/04/2022

Ms. Mounika M
Hno A1 890Bdl Township,
Bhanur,
Bhanur-502305,
Telangana.
Tel# 91-7286009974

Dear Mounika M,

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.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Mounika M
Designation	Assistant System Engineer-Trainee
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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

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10/05/22



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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10/05/22



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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10/05/22

Fwd: Final selects - List of LTI offered candidates @ CBIT (2021 batch)

Placements HEAD <placements@cbit.ac.in>

Thu, Sep 24, 2020 at 5:27 PM

To: Principal CBIT <principal@cbit.ac.in>, Director CDC <director_cdc@cbit.ac.in>, Director-Academics <director_academics@cbit.ac.in>, Joint Director_Academics <jd_academics@cbit.ac.in>, Director-IQAC <director_iqac@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, IT HEAD <hod_it@cbit.ac.in>, CSE HEAD <hod_cse@cbit.ac.in>, EEE HEAD <hod_eee@cbit.ac.in>, Mechanical HEAD <hod_mech@cbit.ac.in>, Chemical HEAD <hod_chem@cbit.ac.in>, Bio Tech HEAD <hod_biotech@cbit.ac.in>, hod_civil <hod_civil@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>

Cc: navya b <ugs17011_biotech.navya@cbit.org.in>, ugs17047_biotech.venkata@cbit.org.in, ugs17027_chem.harsh@cbit.org.in, hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>, ugs17014_civil.sindhu@cbit.org.in, ugs17040_civil.rohit@cbit.org.in, ugs17099_civil.rakesh@cbit.org.in, ugs17071_civil.sri@cbit.org.in, KRUTHIKA MAMIDALA <ugs17009_cse.kruthika@cbit.org.in>, ugs17050_cse.sri@cbit.org.in, ugs17301_cse.bolisetty@cbit.org.in, ugs17079_cse.sri@cbit.org.in, PAVAN GOPI PRANEETH GIDDA <ugs17103_cse.pavan@cbit.org.in>, ugs17108_cse.sai@cbit.org.in, ugs17136_cse.sai@cbit.org.in, DORA SAI VARMA ESKEPALLI <ugs17151_cse.dora@cbit.org.in>, KOUSTHUBHA KRISHNA CH <ugs17157_cse.kousthubha@cbit.org.in>, sahithya muthyamgari <ugs17015_it.sahithya@cbit.org.in>, manideep laxmishetty <ugs17041_it.manideep@cbit.org.in>, ugs17054_it.satya@cbit.org.in, ugs17070_it.meghanaa@cbit.org.in, ugs17102_it.preethi@cbit.org.in, sumanth paramkusam <ugs17112_it.sumanth@cbit.org.in>, ugs17015_ece.saathvi@cbit.org.in, ugs17042_ece.shaik@cbit.org.in, ugs17311_ece.m@cbit.org.in, tejeshwar singh rajput <ugs17111_ece.tejeshwar@cbit.org.in>, ugs17093_ece.hrithik@cbit.org.in, ugs17075_ece.rithika@cbit.org.in, ugs17129_ece.madiha@cbit.org.in, ugs17333_ece.kesar@cbit.org.in, ugs17154_ece.mahesh@cbit.org.in, ugs17001_eee.akshita@cbit.org.in, ugs17033_eee.mahesh@cbit.org.in, kavya sree harini m <ugs16006_eee.kavya@cbit.org.in>, ugs17070_eee.shrinijja@cbit.org.in, ugs17087_eee.manikanth@cbit.org.in, yashwanth baratam <ugs17118_eee.yashwanth@cbit.org.in>, ugs17006_mech.mahitha@cbit.org.in, ugs17026_mech.koustubh@cbit.org.in, ugs17105_mech.suvarun@cbit.org.in, ugs17078_mech.faisal@cbit.org.in, ugs17019_prod.dheeraj@cbit.org.in, ugs17033_prod.rahul@cbit.org.in

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

From: **Jay Shah** <JayH.Shah@Intinfotech.com>

Date: Thu, Sep 24, 2020 at 3:37 PM

Subject: Final selects - List of LTI offered candidates @ CBIT (2021 batch)

To: placements@cbit.ac.in <placements@cbit.ac.in>, mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>,

Principal CBIT <principal@cbit.ac.in>, nlreddypo@gmail.com <nlreddypo@gmail.com>

Cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>, Priyanka Allen <Priyanka.Allen@Intinfotech.com>, Niranjan Kale <Niranjan.Kale@Intinfotech.com>

Dear team,

Greetings from LTI !!!

We would like to express our gratitude for your kind support throughout our virtual selection process.

Attached is the list of final selects offered by LTI from Year-2021 batch through the virtual selection process. (Intended to candidates meeting the attached eligibility criteria only)

Total No. of selects: 120

- Level-1: 95 selects
- Level-2: 25 selects

[Our Offer of Employment will be released to all final selects shortly.](#)

Roadmap ahead on receiving the Offer letter from our 'CampBuzz Portal':

1. Candidate is requested to **Login to our CampBuzz Portal** (CampBuzz Portal ID & Password will be shared in the 'Offer of Employment' Email)
2. Candidate should **mandatorily register** by filling the Candidate Registration form on the portal.
3. Candidates **completing their Registration** on the CampBuzz portal ONLY **will be considered for joining.**

Kindly note that the selection of the candidate is made on the basis of him/her meeting the following conditions (repeating these again to avoid any ambiguity):

1. Meeting the eligibility criteria attached with the e-mail
2. Selected candidate must be ready to sign a 2 year service level agreement with us.
3. Selected candidate must be open for relocation (their job location could be any of our development centers across India).
4. Candidate found medically fit (details on this would be shared in the joining e-mail).

We expect close to 100% Joining ratio from students offered by the Company. This is very crucial in order to continue this rapport with your Institute.

Likewise, in our endeavour to excel through continuous improvement, request your valuable feedback on the overall 'Virtual selection process' experience on the below link:

[TPO Feedback form - Virtual Selection Process \(2021 batch\)](#)

We also urge you to encourage the selected students to keep on adding to their technical & communication skills before they join LTI.

Looking forward to a long and fruitful association with your Institute!

Thanks & Regards,

Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,

Shil-Mahape Road, Navi Mumbai - 400 701, India

M +91 98926 03001



From: Jay Shah
Sent: Tuesday, September 22, 2020 12:31 PM
To: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; Principal CBIT <principal@cbit.ac.in>; nlnreddypo@gmail.com
Cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>; Priyanka Allen <Priyanka.Allen@Intinfotech.com>; Niranjana Kale <Niranjana.Kale@Intinfotech.com>
Subject: RE: HR Interviews

Hello Mahesh,

Greetings from LTI!!

As discussed over the call, please ask the following candidates to join the attached teams invite.

Candidate Names:

1. Sree Navya Madhavarapu
2. K.priyadarshini Reddy

Do let know in case of any queries.

Thanks & Regards,

Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,
Shil-Mahape Road, Navi Mumbai - 400 701, India
M +91 98926 03001



From: Jay Shah
Sent: Friday, September 18, 2020 10:01 AM
To: 'placements@cbit.ac.in' <placements@cbit.ac.in>; 'mahesh manmari' <ugs17154_ece.mahesh@cbit.org.in>; 'Principal CBIT' <principal@cbit.ac.in>; 'nlreddypo@gmail.com' <nlreddypo@gmail.com>
Cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>; Priyanka Allen <Priyanka.Allen@Intinfotech.com>; Niranjan Kale <Niranjan.Kale@Intinfotech.com>; Anuja Chaudhari <Anuja.Chaudhari@Intinfotech.com>; Pranjali Agarwal <Pranjali.Agarwal@Intinfotech.com>; Juhi Thakur <Juhi.Thakur@Intinfotech.com>
Subject: RE: HR Interviews

Hello team,

Greetings from LTI!!!

We have scheduled the HR round of interviews for shortlisted candidates of your Institute today from 12:30 pm onwards.

The detailed schedule with the candidate list and interview start time will be shared across with you shortly.

Thanks & Regards,

Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,

Shil-Mahape Road, Navi Mumbai - 400 701, India

M +91 98926 03001



From: Jay Shah
Sent: Thursday, September 17, 2020 4:57 PM
To: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; Principal CBIT <principal@cbit.ac.in>; nlnreddypo@gmail.com
Cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>; Priyanka Allen <Priyanka.Allen@Intinfotech.com>; Niranjn Kale <Niranjn.Kale@Intinfotech.com>; Anuja Chaudhari <Anuja.Chaudhari@Intinfotech.com>; Pranjal Agarwal <Pranjal.Agarwal@Intinfotech.com>; Juhi Thakur <Juhi.Thakur@Intinfotech.com>
Subject: Technical Interview Shortlists

Hello team,

Greetings from LTI!!!

Attached is the list of candidates shortlisted for the HR round of interview. Details regarding the process will be communicated shortly.

Please Note: As virtual interviews may experience various unpredictable factors during the execution phase, the above schedule may undergo last minute changes/have a delay in case of any run time hurdles. We will notify you about the same from time to time.

Likewise, request to communicate run-time changes (if any) at your end from time to time.

Looking forward to your kind co-operation.

Thanks & Regards,

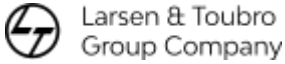
Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,
Shil-Mahape Road, Navi Mumbai - 400 701, India
M +91 98926 03001



From: Jay Shah
Sent: Sunday, September 13, 2020 10:14 PM
To: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; Principal CBIT <principal@cbit.ac.in>; nlnreddypo@gmail.com
Cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>; Priyanka Allen <Priyanka.Allen@Intinfotech.com>; Niranjan Kale <Niranjan.Kale@Intinfotech.com>; Anuja Chaudhari <Anuja.Chaudhari@Intinfotech.com>; Pranjal Agarwal <Pranjal.Agarwal@Intinfotech.com>
Subject: Details of the interview scheduled tomorrow - 14th Sept'2020

Dear team,

Greetings from LTI!!!

As discussed, we have scheduled the Technical round of interview for Online shortlisted candidates of your Institute tomorrow, 14th September from 10:00 am onwards.

The detailed schedule with the candidate-wise list will be shared across with you by EOD today.

Request to share across details of the student co-ordinator to help with the co-ordination.

SPOC for the process from LTI – Ms. Anuja Chaudhari – 8275270292

Do let know in case of any queries.

Thanks & Regards,

Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,

Shil-Mahape Road, Navi Mumbai - 400 701, India

M +91 98926 03001



From: Jay Shah

Sent: Friday, September 4, 2020 1:50 PM

To: 'placements@cbit.ac.in' <placements@cbit.ac.in>; 'mahesh manmari' <ugs17154_ece.mahesh@cbit.org.in>; 'Principal CBIT' <principal@cbit.ac.in>

Cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>; Priyanka Allen <Priyanka.Allen@Intinfotech.com>; Niranjana Kale <Niranjan.Kale@Intinfotech.com>; Jay Shah <JayH.Shah@Intinfotech.com>

Subject: List of Online shortlisted candidates

Dear team,

Greetings from LTI!!!

This is to inform that the attached list of candidates from your Institute have cleared our 'Online assessment' process at various levels as mentioned in the attachment.

Request to share across the results with all shortlisted candidates.

We will connect on soon to freeze on the interview schedule.

Also let know if we can get the soft copy of student mark sheets (SSC, HSC/Diploma, Graduation semester-wise and backlog mark sheets if any) as per candidate names in a common drive that can be accessed from our end.

It will help to streamline the document verification process during HR interviews.

Please Note: In case of unavailability of any mark sheet, the student can submit a transcript/e-mail communication from the Institute mentioning their semester-wise details in an excel sheet.

This excel sheet can be a consolidated document shared by the Institute for all document unavailable candidates.

Do let know in case of any queries.

Thanks & Regards,

Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,

Shil-Mahape Road, Navi Mumbai - 400 701, India

M +91 98926 03001



Larsen & Toubro
Group Company



From: Jay Shah

Sent: Wednesday, September 2, 2020 6:58 PM

To: hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>

Cc: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; navya b <ugs17011_biotech.navya@cbit.org.in>; yashwanth baratam <ugs17118_eee.yashwanth@cbit.org.in>; sahithya muthyamgari <ugs17015_it.sahithya@cbit.org.in>; PAVAN GOPI PRANEETH GIDDA

<ugs17103_cse.pavan@cbit.org.in>; Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>; Priyanka Allen <Priyanka.Allen@Intinfotech.com>; Niranjn Kale <Niranjn.Kale@Intinfotech.com>

Subject: RE: List of students whose Test got submitted by mistake

Hello team,

Greetings from LTI!!!

This is to inform that the below candidate's test ended due to the following reasons:

1. Exceeded browsing tolerance
2. Clicked on Finish Test and Submit

Hence we will be unable to resume the test for these cases.

Do let know in case of any other queries.

Thanks & Regards,

Jay Shah

Campus Recruitment Team



Larsen & Toubro Infotech Ltd.

Plot No- EL200, TTC Electronic Zone,

Shil-Mahape Road, Navi Mumbai - 400 701, India

M +91 98926 03001



From: hanusha durisetty <ugs17004_chem.hanusha@cbit.org.in>

Sent: Wednesday, September 2, 2020 5:44 PM

To: Jay Shah <JayH.Shah@Intinfotech.com>

Cc: placements@cbit.ac.in; mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>; navya b <ugs17011_biotech.navya@cbit.org.in>; yashwanth baratam <ugs17118_eee.yashwanth@cbit.org.in>; sahithya muthyamdari <ugs17015_it.sahithya@cbit.org.in>; PAVAN GOPI PRANEETH GIDDA <ugs17103_cse.pavan@cbit.org.in>

Subject: List of students whose Test got submitted by mistake

Respected Sir,

The following are the students whose test got submitted by mistake or because of laptop problems.

S.No	Name	Branch	Roll no	Registered mail id
1	Hanusha Durisety	Chemical Engineering	160117802004	ugs17004_chem.hanusha@cbit.org.in
2	Susmitha Banoth	Mechanical	160117736011	ugs17011_mech.susmitha@cbit.org.in
3	Varaprasad Malyala	Civil	160117732118	ugs17118_civil.vara@cbit.org.in
4	Akhilesh Thammishetty	ECE	160117735314	ugs17314_ece.thammishetty@cbit.org.in
5	P.sai Pranavi Reddy	Ece	160117735078	ugs17078_ece.sai@cbit.org.in

We request you to kindly look into the issue.

Regards,

Placement Team CBIT.

The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system. LTI will not accept responsibility or liability for the accuracy or completeness of, or the presence of any virus or disabling code in this e-mail"

The contents of this e-mail and any attachment(s) may contain confidential or privileged

information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system. LTI will not accept responsibility or liability for the accuracy or completeness of, or the presence of any virus or disabling code in this e-mail"

--

With Best Regards,

Dr. NLN REDDY,
Director - CDC
CBIT
98494 66587

2 attachments



Final Selects_CBIT (2021 Batch).xlsx
21K



Eligibility Criteria_Year 2021_Engineering_v1.0 (1).pdf
107K

Sr. No.	Gender	CandidateName	TraineeType	Email ID	Mobile Number
1	Mr	Mohammed Zubair Ahmed	GET(II)-New	ugs17033_cse.mohammed@cbit.org.in	7093621962
2	Ms	Supriya Pakala	GET(II)-New	ugs17082_cse.supriya@cbit.org.in	8639165907
3	Mr	Abhiram Reddy	GET(II)-New	ugs17024_cse.abhiram@cbit.org.in	9000345841
4	Ms	Vaishnavi Vemuri	GET(II)-New	ugs17085_it.vaishnavi@cbit.org.in	8074362099
5	Mr	G. Pavan Praneeth	GET(II)-New	ugs17103_cse.pavan@cbit.org.in	7989899183
6	Ms	Sree Navya Madhavarapu	GET(II)-New	ugs17082_it.sree@cbit.org.in	6303531256
7	Mr	Hemanth Chanda	GET(II)-New	ugs17095_it.hemanth@cbit.org.in	9515214869
8	Mr	Syed Danish Hussaini	GET(II)-New	ugs17057_it.syed@cbit.org.in	7032435468
9	Ms	Maddipatla Mukta	GET(II)-New	ugs17010_it.mukta@cbit.org.in	8309509802
10	Mr	Nagilla Praneeth Reddy	GET(II)-New	ugs17315_ece.nagilla@cbit.org.in	7036980340
11	Mr	Abhay Singh Baloria	GET(II)-New	ugs17061_cse.abhay@cbit.org.in	7051060988
12	Mr	Challa Abishek	GET(II)-New	ugs17025_cse.abishek@cbit.org.in	9182752661
13	Ms	Poduri Swaraj Neeharika	GET(II)-New	ugs17035_biotech.swaraj@cbit.org.in	9014348987
14	Ms	Apurva Karne	GET(II)-New	ugs17067_it.apurva@cbit.org.in	7981208031
15	Mr	Surya Kankata	GET(II)-New	ugs17177_ece.surya@cbit.org.in	7337580331
16	Mr	Srinath Brahmeshwarkar	GET(II)-New	ugs17053_cse.srinath@cbit.org.in	9441153143
17	Mr	Surabhi Sathvik	GET(II)-New	ugs17110_it.sathvik@cbit.org.in	8309378759
18	Ms	Prakashitha Jaladanki	GET(II)-New	ugs17070_cse.prakashitha@cbit.org.in	9502385800
19	Ms	Niharika Hari	GET(II)-New	ugs17072_ece.niharika@cbit.org.in	8247543676
20	Mr	R. Niteesh Bhargav	GET(II)-New	ugs17315_it.rangasube@cbit.org.in	7673912012
21	Ms	Swethakondi	GET(II)-New	ugs17027_it.swetha@cbit.org.in	7036808629
22	Mr	Koushikpatnam	GET(II)-New	ugs17094_cse.koushik@cbit.org.in	8309754756
23	Ms	Keerthana Gurinda Gunta	GET(II)-New	ugs17130_cse.keerthana@cbit.org.in	8464822304
24	Mr	Maanvik Thodupunuri	GET(II)-New	ugs17096_ece.maanvik@cbit.org.in	8639911216
25	Mr	Suvarun Bhattacharya	GET(II)-New	ugs17105_mech.suvarun@cbit.org.in	9618034302
26	Ms	Nandini Priya Devalla	GET(II)-New	ugs17068_cse.nandini@cbit.org.in	8897805862
27	Mr	Sai Deekshith Rayaprolu	GET(II)-New	ugs17100_eee.sai@cbit.org.in	9515705732
28	Mr	Saiprakash Bollam	GET(II)-New	ugs17052_it.saiprakash@cbit.org.in	7780545024
29	Ms	Sana Simran Khazielakha	GET(II)-New	ugs17007_cse.khazielakha@cbit.org.in	8686078086
30	Ms	Akshitha Gummadi	GET(II)-New	ugs17002_biotech.akshitha@cbit.org.in	8179515430
31	Mr	Yechuri Lakshmi Srikanth	GET(II)-New	ugs17095_ece.lakshmi@cbit.org.in	7731899605
32	Mr	Rahul	GET(II)-New	ugs17103_ece.rahul@cbit.org.in	8074912212

33	Mr	Nihaal Aekka	GET(II)-New	ugs17091_mech.nihaal@cbit.org.in	7675074557
34	Mr	Zohaib Abdullah Ahmed	GET(II)-New	ugs17120_it.zohaib@cbit.org.in	7799157042
35	Mr	Banka Mahesh Reddy	GET(II)-New	ugs17033_eee.mahesh@cbit.org.in	9951109511
36	Mr	Minuka Prajay Reddy	GET(II)-New	ugs17101_ece.prajay@cbit.org.in	9177983699
37	Mr	Sujan Chithaluri	GET(II)-New	ugs17178_cse.sujan@cbit.org.in	7780511491
38	Ms	Lohitha Gundagani	GET(II)-New	ugs17007_ece.lohitha@cbit.org.in	9666126310
39	Mr	Bolisetty Bhargav Sai	GET(II)-New	ugs17301_cse.bolisetty@cbit.org.in	8008608072
40	Mr	Madhukar Reddy Varala	GET(II)-New	ugs17153_ece.madhukar@cbit.org.in	8464841229
41	Mr	Saiharsha Reddy Pasula	GET(II)-New	ugs17050_eee.saiharsha@cbit.org.in	7981328348
42	Ms	Jummala Roshini	GET(II)-New	ugs17072_cse.roshini@cbit.org.in	8500373023
43	Mr	Gollapalli Preetham Reddy	GET(II)-New	ugs17105_cse.preetham@cbit.org.in	9849614763
44	Mr	Saad Ahmed	GET(II)-New	ugs17041_cse.saad@cbit.org.in	9701571945
45	Ms	Dhulipala Teena Chowdary	GET(II)-New	ugs17143_ece.teena@cbit.org.in	8686354333
46	Mr	Shaik Abdul Muqtadeer	GET(II)-New	ugs17047_cse.shaik@cbit.org.in	7989722903
47	Mr	Sai Abhishek Kodi	GET(II)-New	ugs17164_ece.sai@cbit.org.in	8977293336
48	Ms	Anusha Bamar	GET(II)-New	ugs17063_ece.anusha@cbit.org.in	8179436137
49	Ms	Nayakanti Vinoothna Sree	GET(II)-New	ugs17145_ece.vinoothna@cbit.org.in	9603132650
50	Ms	Prasanna Kumari Surapureddy	GET(II)-New	ugs17012_it.prasanna@cbit.org.in	9347574839
51	Ms	Sowmika Anjuru	GET(II)-New	ugs17139_ece.sowmika@cbit.org.in	9182505138
52	Ms	Gollapalli Sai Harshitha	GET(II)-New	ugs17077_ece.sai@cbit.org.in	9110794702
53	Mr	Suresh Donthula	GET(II)-New	ugs17051_mech.suresh@cbit.org.in	8498802943
54	Ms	Jyotika Koneru	GET(II)-New	ugs17129_cse.jyotika@cbit.org.in	9849055577
55	Ms	Paduri Punya Keerthi Reddy	GET(II)-New	ugs17134_cse.punya@cbit.org.in	7893500177
56	Mr	Kalva Vivek	GET(II)-New	ugs17059_ece.vivek@cbit.org.in	9652679936
57	Mr	Srinivas Reddy Duggampudi	GET(II)-New	ugs17111_eee.srinivasa@cbit.org.in	9908073526
58	Ms	Chidura Shivajyothi	GET(II)-New	ugs17021_it.shivajyothi@cbit.org.in	8639937654
59	Ms	G Vishnu Priya	GET(II)-New	ugs17143_cse.vishnu@cbit.org.in	8500584970
60	Ms	Nikhila Raj	GET(II)-New	ugs17010_ece.nikhila@cbit.org.in	7032873190
61	Mr	Abhilash Budharapu	GET(II)-New	ugs17072_eee.abhilash@cbit.org.in	9505044413
62	Mr	Dodda Saketh Reddy	GET(II)-New	ugs17107_ece.saketh@cbit.org.in	9182668613
63	Ms	Vyshali	GET(II)-New	ugs17144_cse.vyshali@cbit.org.in	7013570733
64	Ms	Sneha Miryala	GET(II)-New	ugs17139_cse.sneha@cbit.org.in	7013211204
65	Mr	Vinay Reddy Pochampally	GET(II)-New	ugs17117_ece.vinay@cbit.org.in	7981749837

66	Mr	Sai Kiran Reddy Govindhugari	GET(II)-New	ugs17303_ece.govindugari@cbit.org.in	7989280175
67	Mr	Mohammed Abid Hussain	GET(II)-New	ugs17088_mech.mohammed@cbit.org.in	8801311282
68	Ms	Sripathi Krishna sai Geethika	GET(II)-New	ugs17006_ece.krishna@cbit.org.in	8639918824
69	Mr	Kommi Karthik Choudary	GET(II)-New	ugs17026_civil.karthik@cbit.org.in	7207106818
70	Ms	G Anusha	GET(II)-New	ugs17122_ece.anusha@cbit.org.in	7993605466
71	Ms	Poleni Saidhruthi	GET(II)-New	ugs17009_mech.saidhruthi@cbit.org.in	7997777304
72	Ms	Gilakathula Shrinijja	GET(II)-New	ugs17070_eee.shrinijja@cbit.org.in	9618413520
73	Ms	Kalakonda Preetha Guptha	GET(II)-New	ugs17075_it.preetha@cbit.org.in	9490117902
74	Ms	Y Madhavi Devi	GET(II)-New	ugs17067_cse.madhavi@cbit.org.in	7569498647
75	Ms	Deekshitha. O	GET(II)-New	ugs17127_cse.deekshitha@cbit.org.in	7981712066
76	Ms	Prathyusha Badri	GET(II)-New	ugs17010_civil.prathyusha@cbit.org.in	8309458354
77	Mr	Akshith Nagelly	GET(II)-New	ugs17074_eee.akshith@cbit.org.in	9182977269
78	Ms	Akshitha	GET(II)-New	ugs17001_cse.akshitha@cbit.org.in	9494605050
79	Ms	Rajini Masuram	GET(II)-New	ugs17077_it.rajini@cbit.org.in	8639670233
80	Ms	K.sreeja	GET(II)-New	ugs17140_ece.sreeja@cbit.org.in	9121007686
81	Ms	Sowmyasri	GET(II)-New	ugs17081_ece.sowmyasri@cbit.org.in	9676608304
82	Ms	Andugula Vasavi	GET(II)-New	ugs17320_ece.andugula@cbit.org.in	9553866802
83	Mr	Thalla Pavan	GET(II)-New	ugs17045_it.pavan@cbit.org.in	7989116443
84	Mr	M Banu Teja	GET(II)-New	ugs17322_it.teja@cbit.org.in	9133556286
85	Mr	A.rakesh	GET(II)-New	ugs17099_civil.rakesh@cbit.org.in	7337231648
86	Ms	Spoorthi Badikala	GET(II)-New	ugs17077_cse.spoorthi@cbit.org.in	6303972102
87	Ms	Nithyashree Baskar	GET(II)-New	ugs17063_mech.nithyashree@cbit.org.in	9989287590
88	Ms	K.priyadarshini Reddy	GET(II)-New	ugs17076_it.priyadarshini@cbit.org.in	9182114946
89	Ms	Deveeka Ravi	GET(II)-New	ugs17124_ece.deveeka@cbit.org.in	7901264113
90	Mr	Abhishek Changde	GET(II)-New	ugs17020_chem.abhishek@cbit.org.in	7032314173
91	Mr	Shashank Kandaala	GET(II)-New	ugs17112_cse.shashank@cbit.org.in	9963659582
92	Ms	Kaza Nagasai Harshita	GET(II)-New	ugs17130_ece.naga@cbit.org.in	6300221202
93	Ms	Madiha Fathima	GET(II)-New	ugs17129_ece.madiha@cbit.org.in	9182660787
94	Ms	Baddam Deepika Reddy	GET(II)-New	ugs17123_ece.deepika@cbit.org.in	7997006600
95	Ms	Namya Reddy Gaddam	GET(II)-New	ugs17011_cse.namya@cbit.org.in	8247721320
96	Ms	P.andal Srivaishnavi	GET(VI)	ugs17065_it.andal@cbit.org.in	7013291429
97	Mr	Gagankumar Kaira	GET(VI)	ugs17092_it.gagan@cbit.org.in	9912697162
98	Mr	Vinil Kumar Peddi	GET(VI)	ugs17059_it.vinil@cbit.org.in	9502186539

99	Ms	P V Divya Sree	GET(VI)	ugs17125_ece.divya@cbit.org.in	9701220597
100	Ms	Bhargavi Sunkireddy	GET(VI)	ugs17126_cse.bhargavi@cbit.org.in	9951683233
101	Mr	Abhilash Devinuri	GET(VI)	ugs17084_cse.abhilash@cbit.org.in	9390757965
102	Mr	Vashista Basava	GET(VI)	ugs17114_ece.vashista@cbit.org.in	9491828071
103	Mr	Venkata Srinivas Kompally	GET(VI)	ugs17115_it.venkata@cbit.org.in	9666692492
104	Mr	Mahesh Manmari	GET(VI)	ugs17154_ece.mahesh@cbit.org.in	7075667724
105	Mr	Sharath Chandra	GET(VI)	ugs17111_cse.sharath@cbit.org.in	9700605174
106	Mr	Vangala Pradyumna Reddy	GET(VI)	ugs17046_it.pradyumna@cbit.org.in	9182288504
107	Mr	Harshith Reddy	GET(VI)	ugs17027_eee.harshith@cbit.org.in	7989330077
108	Mr	T Shiva Sai	GET(VI)	ugs17327_cse.t@cbit.org.in	8019443332
109	Mr	Moksh Sailesh Jain	GET(VI)	ugs17098_it.moksh@cbit.org.in	8897202300
110	Mr	Vineeth Sharma Buddarapu	GET(VI)	ugs17119_cse.vineeth@cbit.org.in	7993366900
111	Ms	Divisha Sri Sanjana Madupalli	GET(VI)	ugs17004_it.divisha@cbit.org.in	9618482200
112	Ms	Alekhya Thadagonda	GET(VI)	ugs17002_cse.alekhya@cbit.org.in	9182568162
113	Mr	P Vishnu Vardhan Reddy	GET(VI)	ugs17182_cse.vishnu@cbit.org.in	7997216460
114	Ms	Julakanti Sai Sushma Reddy	GET(VI)	ugs17017_it.sai@cbit.org.in	7386509541
115	Ms	Sandhya Koluguri	GET(VI)	ugs17012_civil.sandhya@cbit.org.in	8096970869
116	Ms	Kolanukonda Sai Chandana Amulya	GET(VI)	ugs17016_it.sai@cbit.org.in	8985415779
117	Mr	Anudeep Kandula	GET(VI)	ugs17087_cse.anudeep@cbit.org.in	9951098734
118	Mr	Vamshi Krishna Motru	GET(VI)	ugs17311_ece.m@cbit.org.in	8187865969
119	Mr	Mahidhara Reddy Kankara	GET(VI)	ugs17097_ece.mahidhara@cbit.org.in	8309699930
120	Mr	Sai Sankeerth Modini	GET(VI)	ugs17108_cse.sai@cbit.org.in	9603555111

College	Degree	Branch	YearofPassing	Tier	Clearance Level
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Biotech	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Mechanical Engineering	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electrical & Electronics	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Biotech	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 1
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 1

Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Electrical & Electronics	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Civil Engineering	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Information Technology	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Electronic & Communication	2021	T1	Level 2
Chaitanya Bharathi Institute of Technology	BE-BTech	Computer Science	2021	T1	Level 2

Fwd: Cognizant Accepted list - Reg

1 message

Placements HEAD <placements@cbit.ac.in>

Mon, Dec 21, 2020 at 7:33 AM

To: Principal CBIT <principal@cbit.ac.in>, Director CDC <director_cdc@cbit.ac.in>, Joint Director_Academics <jd_academics@cbit.ac.in>, Director-Academics <director_academics@cbit.ac.in>, Director-IQAC <director_iqac@cbit.ac.in>, director_studentprogression@cbit.ac.in, Director Incubation & Innovation <director_ii@cbit.ac.in>, hods_cbit@cbit.org.in

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

From: **Placements HEAD** <placements@cbit.ac.in>

Date: Sat 19 Dec, 2020, 8:13 PM

Subject: Cognizant Accepted list - Reg

To: <Sowmya.Sankranthi@cognizant.com>, <Shiva.Tammishetti@cognizant.com>

Dear Sir/Madam,
Cordial Greetings!!!

Please find the attached Cognizant Accepted Students List for your reference.


--

With Best Regards,

Dr. NLN REDDY,
Director - CDC
CBIT
98494 66587



Virus-free. www.avg.com

 **Cognizant Accepted Students List 19.12.2020.xlsx**

17K

Cognizant Accepted Students List 19.12.2020.xlsx

Open with

	A	B	C	D	E	F	G	H
5	4	Hanusha Durisety	160117802004	CHEM	1	ugs17004_chemhanusha@cbit.org.in	8919112744	Cognizant
6	5	Phanindra Gupta	160116802036	CHEM	1	ugs16036_chemphanindra@cbit.org.in	8885471238	Cognizant
7	6	Manasa Kanidi	160117802006	CHEM	1	ugs17006_chemmanasa@cbit.org.in	6302067353	Cognizant
8	7	G Lokesh sai	160117802031	CHEM	1	Ugs17031_chemlokesh@cbit.org.in	7097435612	Cognizant
9	8	Abhishek Babu	160117802019	CHEM	1	ugs17019_chemabhishek@cbit.org.in	9346360841	Cognizant
10	9	Poojitha kandati	160117802012	CHEM	1	ugs17012_chempoojitha@cbit.org.in	9398690478	Cognizant
11	10	Hinaja Bonpeli	160119741010	CIVIL	1	pgs19010_civil.hinaja@cbit.org.in	7989158672	Cognizant
12	11	NAVILE SAI VISHAL	160117732047	CIVIL	1	ugs17044_civil.sai@cbit.org.in	9182251983	Cognizant
13	12	Bandi Udayasri	160117732073	CIVIL	2	ugs17073_civil.udaya@cbit.org.in	7993147030	Cognizant
14	13	Sai Naveen Balla	160117732103	CIVIL	2	ugs17103_civil.sai@cbit.org.in	7989926641	Cognizant
15	14	Malyala Varaprasad	160117732118	CIVIL	2	ugs17118_civil.vara@cbit.org.in	7032013557	Cognizant
16	15	N.Neena Reddy	160117732064	CIVIL	2	ugs17064_civil.neena@cbit.org.in	8309873636	Cognizant
17	16	shirisha singari	160117732316	CIVIL	2	ugs17316_civil.singari@cbit.org.in	9948361445	Cognizant
18	17	Lakshmi Anuhya Gunnana	160117733010	CSE	1	ugs17010_cse.lakshmi@cbit.org.in	9701166808	Cognizant
19	18	Saad Ahmed	160117733041	CSE	1	ugs17041_cse.saad@cbit.org.in	9701571945	Cognizant
20	19	Varun Sundaram	160117733057	CSE	1	ugs17057_cse.varun@cbit.org.in	9550815865	Cognizant
21	20	Akshitha	160117733001	CSE	1	ugs17001_cse.akshitha@cbit.org.in	9494605050	Cognizant
22	21	POKALA VAIBHAW	160117733114	CSE	2	ugs17114_cse.vaibhaw@cbit.org.in	6301774665	Cognizant
23	22	Mohammed Meazzan Zahuruddin	160117733096	CSE	2	Ugs17096_cse.meazzan@cbit.org.in	9121872839	Cognizant
24	23	Srinath Gariganti	160117733175	CSE	3	ugs17175_cse.srinath@cbit.org.in	7981809671	Cognizant
25	24	Radhika Mandala	160117733326	CSE	3	ugs17326_cse.mandala@cbit.org.in	7993268304	Cognizant
26	25	Sai Gowtham Chittensetty	160117735039	ECE	1	ugs17039_ece.sai@cbit.org.in	7095870329	Cognizant

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Fwd: Final Selection

Placements HEAD <placements@cbit.ac.in>

Mon, Apr 26, 2021 at 10:32 AM

To: Principal CBIT <principal@cbit.ac.in>, directors-cbit@cbit.ac.in, Chemical HEAD <hod_chem@cbit.ac.in>, Bio Tech HEAD <hod_biotech@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>

Cc: navya b <ugs17011_biotech.navya@cbit.org.in>, ugs17047_biotech.venkata@cbit.org.in, ugs17027_chem.harsh@cbit.org.in, hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>, Placements HEAD <placements@cbit.ac.in>

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

From: **Nitish** <nitish@nupore.com>

Date: Mon, Apr 26, 2021 at 10:24 AM

Subject: Final Selection

To: navya b <ugs17011_biotech.navya@cbit.org.in>

Cc: <placements@cbit.ac.in>, sakshi jain <pgs19018_mba.sakshi@cbit.org.in>, hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>, venkata krishnasai ruthwick meduri <ugs17047_biotech.venkata@cbit.org.in>

Hi Navya,

We are pleased to inform that we have finally selected the following two students:

Student Name
Sreshta Gadela
Shivaprasad Mekhala

Please note, I will update about the final location & final CTC by the end of this week .

Please let me know if the students are ready to accept our offer.

Regards,

Nitish Singhal

NUPORE

Nupore Filtration Systems Pvt. Ltd.

Address: Plot No.7, Industrial Area Meerut Road, (Near Morta Police Chowki), Ghaziabad - 201 003 (UP), **INDIA**

Phone Nos.: (+91) 120 2783834, Cell. No.: **(+91) 9910108894**

Website: **www.nupore.com**

--

With Best Regards,

Dr. NLN REDDY,
Director - CDC
CBIT
98494 66587

Re: Invitation for Jaro Education and Job Description

Placements HEAD <placements@cbit.ac.in> Mon, Jan 4, 2021 at 2:16 PM
To: Principal CBIT <principal@cbit.ac.in>, Director CDC <director_cdc@cbit.ac.in>, Director-Academics <director_academics@cbit.ac.in>, Joint Director_Academics <jd_academics@cbit.ac.in>, director_studentprogression@cbit.ac.in, Anne Violet CBIT-HR <hr@cbit.ac.in>, SMS HEAD <hod_sms@cbit.ac.in>, hods_cbit@cbit.org.in, placement information <placementinformation@cbit.org.in>, pgs19097_mba.mohammed@cbit.org.in, pgs19103_mba.piyush@cbit.org.in, pgs19079_mba.sharanya@cbit.org.in, pgs19033_mba.hem@cbit.org.in, pgs19014_mba.preethi@cbit.org.in, pgs19018_mba.sakshi@cbit.org.in

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

From: **Rahul Dixit** <rahuldixit5692@gmail.com>

Date: Mon, Jan 4, 2021 at 12:32 PM

Subject: Re: Invitation for Jaro Education and Job Description

To: Placements HEAD <placements@cbit.ac.in>, <pgs19018_mba.sakshi@cbit.org.in>

Cc: <pgs19033_mba.hem@cbit.org.in>

Dear Team,

Wishing you a very Happy New Year'21,

I would like to share with you that the students namely-

Ritusha Khamma (B.Tech)

Navya Buchalli (B.Tech)

P. Suhant (B.Tech)

Piyush Agarwal (MBA)

Have been selected with Jaro Education.

For the remaining few students who could not appear due to exams. They all have been put on hold. as the company has a put a hold on the process. I would want you to allow these candidates to appear for other drives in the meanwhile we resume the process. I shall let you know from my end.

On Fri, 4 Dec 2020 at 14:37, Rahul Dixit <rahuldixit5692@gmail.com> wrote:

Dear Placements Head,

The groups have been made for tomorrow's programme for 3 branches. Please go through it and do get back for any clarifications.

On Thu, 3 Dec 2020 at 14:30, Rahul Dixit <rahuldixit5692@gmail.com> wrote:

Dear Placement Head,

As we have a good number of registrations happening this year. I would like to extend the drive for 1 more day that is on 8th of December also. As it will be difficult for me to finish the GD in 1 day. on 5th we'll be having the GD of the branches like CSE, IT & ECE. The Gd for these branches will alone take 6-7hours. And on Monday we will go ahead with the GD of Branches Bio-tech, Chemical dept., Clvil dept, Mech. dept, & EEE, MBA

On Mon, 23 Nov 2020 at 11:36, Placements HEAD <placements@cbit.ac.in> wrote:

Dear Rahul Dixit,

We would like to confirm the dates for the drive (5th and 7th December) as proposed by you. We would like to confirm from you the rounds and the process, and also a confirmation on the drive will be held online.

On Fri, Nov 20, 2020 at 1:42 PM Rahul Dixit <rahuldixit5692@gmail.com> wrote:

Dear Team,

We would like to propose a drive date on the 5th & 7th of December at your college. Please confirm the same from your end.

On Fri, 9 Oct 2020 at 11:40, Placements HEAD <placements@cbit.ac.in> wrote:

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

Fwd: Campus Placement for Engineer Trainee - (Sirpur Paper Mills Ltd.) JK Paper Ltd. !!

Placements HEAD <placements@cbit.ac.in>

Thu, May 27, 2021 at 4:26 PM

To: Principal CBIT <principal@cbit.ac.in>, directors-cbit@cbit.ac.in, Chemical HEAD <hod_chem@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, ugs17027_chem.harsh@cbit.org.in, hanusha durisety <ugs17004_chem.hanusha@cbit.org.in>

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

From: **Naga Raju** <naga.raju@spm.jkmail.com>

Date: Thu, May 27, 2021 at 12:44 PM

Subject: Campus Placement for Engineer Trainee - (Sirpur Paper Mills Ltd.) JK Paper Ltd. !!

To: <placements@cbit.ac.in>

Cc: Bensam K Raja <bensam.raja@spm.jkmail.com>, Dibyendu Basu <dibyendu@jkmail.com>, Dikshya Debnath <dikshya.debnath@jkmail.com>

Mr. Reddy Garu,

Chaitanya Bharathi Institute of Technology

Hyderabad

Dear Sir

We are pleased to announce the names of the selected candidates, for the positions Engineer Trainee.

B. Tech Chemical

1. Mr. P Rushikesh
2. Mr. Ketan Chungi
3. Mr. P Suhanth

Their engagement at Sirpur Paper Mills Ltd., is subject to securing first class (minimum 60%) in 10th standard, 12th standard and B.Tech exams and medical fitness, to be certified by our Chief Medical Officer.

We will send their Appointment Advice in couple of days and their tentative date of Joining is 14th June 2021. We thank you again, for all your supports extended to us.

Regards

Nagaraju M

Sr. Manager – HRD

Moblie No: 9912345001

--

With Best Regards,

Dr. NLN REDDY,
Director - Career Development Centre
Chaitanya Bharathi Institute of Technology
98494 66587

June 4, 2021

To
Dr N L N Reddy
Director - CDC
CBIT

Sub: Intimation on Selection of Engineering Students – Final list of GETs 2021 – Regarding.

Dear Dr N L N Reddy,

At the outset we would like to thank the entire management of CBIT for giving us an opportunity to organize campus recruitment drive.

We have pleasure to announce the following list of selected candidates, expected to join after immediately after successful completion of their final year academics.

	Name	Branch
Final Selected List	P.Rushikesh ✓	Chemical Engineering
	Jalli Yuvaraju ✓	Chemical Engineering

	Name	Branch
Final Selected List	K Rishikesh ✓	Mechanical
	NAVEEN KUMAR PERUMALLA ✓	Mechanical

* Stand By	Name	Branch
	Bala narasimha Banala ✓	Mechanical Engineering

***In the event of Selected Students for above discipline are not joining, we shall call the Standby List of Student.**

Selected candidates are expected to join immediately after successful completion of their final year academics.

The detailed Appointment letters per the agreed terms and Conditions will be issued to all the Students at the time of their joining.

Appreciate your response with the confirmation from the Students and they tentative date of Joining at the earliest.

AUROBINDO PHARMA LIMITED

(CIN: L24239TG1986PLC015190)

PAN No. AABCA7366H

Corp. Off.: Galaxy, Floors: 22-24, Plot No.1, Survey No.83/1, Hyderabad Knowledge City, Raidurg Panmaktha, Ranga Reddy District, Hyderabad – 500 032, Telangana, India. Tel: +91 40 6672 5000 / 6672 1200 Fax: +91 40 6707 4044.

Regd. off.: Plot No. 2, Maithrivihar, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel: +91 40 2373 6370/ 2374 7340 Fax: +91 40 2374 1080 / 2374 6833

www.aurobindo.com

Once again thank you very much for the support extended by your team in completing the entire process of recruitment.

Thanking you

For AUROBINDO PHARMA LIMITED

A handwritten signature in blue ink, appearing to be 'U N B Raju', written over a horizontal line.

U N B Raju
Vice President – Corporate HR

23rd Nov 2021

To,
Enuguri Hemanth Kumar,
Hyderabad.

OFFER LETTER

Dear Enuguri Hemanth Kumar,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of **“Associate Engineer”** Department: Infrastructure at **“SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.”**

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is **Rs.6,00,000/- p.a.**, (Six Lakh Only) and other emoluments will be as per **Appx ‘A’**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six months**.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company.

Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|-----------------------|
| 1. Name | : | Enuguri Hemanth Kumar |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	17600	Basic	211200
HRA	11000	HRA	132000
LTA	5000	LTA	60000
Special Allowance	8600	Special Allowance	103200
A. Fixed Salary	42200	A. Fixed Salary	506400
B. Performance Linked Pay	6000	B. Performance Linked Pay	72000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	50000	Total CTC (A+B+C+D)	600000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	200000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on basis proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.**

P Rajani Reddy
Authorized Signatory

16011773400) - Balidi Akshita - Deloitte



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. Balidi Akshita
Amr Residency, First Floor, Mig-197, Aphb Colony, Gachibowli, Hyderabad, 500032
Hyderabad - 500032

Subject: Offer of Employment

Dear Balidi Akshita:

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



160117734002_Pilli Ishwarya_Infosys

Offer: Computer Consultancy
Ref: TCSL/CT20203212491/Hyderabad
Date: 11/01/2021

Ms. Ishwarya Pilli
5-10,
Thangallapally,
Siddipet-505473,
Telangana.
Tel# 91-7993868971

Dear Ishwarya Pilli,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/CT20203212491

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Descanspark, 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: Nirma Building, 9th Floor, Naraina Point, Mumbai 400 021

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

1



Offer: Computer Consultancy
Ref: TCSL/CT20203438027/Hyderabad
Date: 11/01/2021

Ms. Jhansi Macherla
#2-53,Pangidipally, Tekumatla, Jayashankar(Bhupalpally).Pangidipally,
Near Bus Stop,
Jayashankar Bhupalpally-506356,
Telangana.
Tel# 91-9701848128

Dear Jhansi Macherla,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/CT20203438027

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com

Regd. Office: Office: Minds Building, 5th Floor, Nariman Point, Mumbai 400 021

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



160117734007_Mudavath Priyanka_Cognizer

23-Mar-2021

Dear Mudavath Priyanka,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15502345

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.

03/06/2021

C.B.I.T Mail - Infosys Campus Recruitment Program: List of students selected for a job offer

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

Infosys Campus Recruitment Program: List of students selected for a job offer

2 messages

Wed, Jun 2, 2021 at 4:14 PM

Kireet Nuthalapati <kireet.nuthalapati@infosys.com>

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, rithika gurrani <ugs17075_eoe.rithika@cbit.org.in>



Dear Professor,

We are delighted to share the list of students from your institute who have cleared the interview round to receive a final job offer for Specialist Programmer/Digital Specialist Engineer role through Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

Kindly communicate the results with the selected students and confirm the offer acceptance status for each student immediately. We will share the joining process with you in due course of time. Over the next few days, we will be emailing the selection confirmation to all students.

Please note, this is a conditional job offer subject to background verification of the candidate. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to the candidate.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.


Warm regards,

Kireet N

Talent Acquisition

Infosys Limited

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Placements HEAD <placements@cbit.ac.in>

Thu, Jun 3, 2021 at 9:17 AM

<https://mail.google.com/mail/u/0?ik=1867fd42b4&view=pt&search=all&permthid=thread-f%3A1701451572365354868&siml=msg-f%3A1701451...> 1/2

03/06/2021


C.B.I.T Mail - Infosys Campus Recruitment Program: List of students selected for a job offer

To: Principal CBIT <principal@cbit.ac.in>, directors-cbit@cbit.ac.in, Anne Violet CBIT-HR <hr@cbit.ac.in>, IT HEAD <hod_it@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>
Cc: KRUTHIKA MAMIDALA <ugs17009_cse.kruthika@cbit.org.in>, ugs17050_cse.sri@cbit.org.in, ugs17301_cse.bolisetty@cbit.org.in, ugs17079_cse.sri@cbit.org.in, PAVAN GOPI PRANEETH GIDDA <ugs17103_cse.pavan@cbit.org.in>, SAI SANKEERTH MODINI <ugs17108_cse.sai@cbit.org.in>, ugs17136_cse.sai@cbit.org.in, DORA SAI VARMA ESKEPALLI <ugs17151_cse.dora@cbit.org.in>, KOUSTHUBHA KRISHNA CH <ugs17157_cse.kousthubha@cbit.org.in>, sahithya muthyamgari <ugs17015_it.sahithya@cbit.org.in>, manideep laxmishetty <ugs17041_it.manideep@cbit.org.in>, ugs17054_it.satya@cbit.org.in, meghanaa baddam <ugs17070_it.meghanaa@cbit.org.in>, ugs17102_it.preethi@cbit.org.in, sumanth paramkusam <ugs17112_it.sumanth@cbit.org.in>, ugs17015_ece.saathi@cbit.org.in, ugs17042_ece.shaik@cbit.org.in, ugs17311_ece.m@cbit.org.in, tejeshwar singh rajput <ugs17111_ece.tejeshwar@cbit.org.in>, ugs17093_ece.hrithik@cbit.org.in, rithika gurrum <ugs17075_ece.rithika@cbit.org.in>, ugs17129_ece.madiha@cbit.org.in, ugs17333_ece.kesar@cbit.org.in, ugs17154_ece.mahesh@cbit.org.in

[Quoted text hidden]

With Best Regards,

Dr. NLN REDDY,
Director - Career Development Centre
Chaitanya Bharathi Institute of Technology
99494 66587

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19/06/2021

C.B.I.T Mail - Infosys Campus Recruitment Program: List of students selected for a job offer

C.B.I.T
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Placements HEAD <placements@cbit.ac.in>

Infosys Campus Recruitment Program: List of students selected for a job offer

2 messages

Y Samanvita <y.samanvita@infosys.com>
To: "placements@cbit.ac.in" <placements@cbit.ac.in>
Cc: Kireet Nuthalapati <kireet.nuthalapati@infosys.com>, Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>

Wed, Jun 16, 2021 at 5:52 PM



Dear Professor,

We are delighted to share the list of students from your institute who have cleared the interview round to receive a final job offer for Specialist Programmer/Digital Specialist Engineer role through Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list.

Kindly communicate the results with the selected students and confirm the offer acceptance status for each student immediately. We will share the joining process with you in due course of time. Over the next few days, we will be emailing the selection confirmation to all students.

Please note, this is a conditional job offer subject to background verification of the candidate. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to the candidate.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Y Samanvita
Talent Acquisition
Infosys Limited

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Placements HEAD <placements@cbit.ac.in>

To: hods_cbit@cbit.org.in, directors-cbit@cbit.ac.in, ugs17059_it.vinil@cbit.org.in, ugs17101_it.prashanth@cbit.org.in, ugs17097_it.madhav@cbit.org.in, ugs17045_it.pavan@cbit.org.in, ugs17109_it.sanjay@cbit.org.in, ugs17076_eee.bharath@cbit.org.in, ugs17180_cse.varun@cbit.org.in, ugs17077_it.rajini@cbit.org.in, ugs17116_it.vikas@cbit.org.in, ugs17032_eee.dinesh@cbit.org.in, ugs17109_eee.tarun@cbit.org.in, placement information <placementinformation@cbit.org.in>
Cc: Principal CBIT <principal@cbit.ac.in>

Thu, Jun 17, 2021 at 9:40 AM

https://mail.google.com/mail/u/0?ik=1867fd42b4&view=pt&search=all&permthid=thread-f%3A1702726118385893480&simpl=msg-f%3A17027261... 1/2

19/06/2021

C.B.I.T Mail - Infosys Campus Recruitment Program: List of students selected for a job offer

[Quoted text hidden]

With Best Regards,

Dr. NLN REDDY,
Director - Career Development Centre
Chaitanya Bharathi Institute of Technology
98494 66587

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22	160117735135	Pravalika chitloju	ECE-3	ugs17135_eee.pravalika@cbit.org.in	7674969086
23	160117734024	Giri charan Reddy	EEE-1	ugs17024_eee.giricharan@cbit.org.in	8919325476
24	160117734034	Manoj Kudikala	EEE-1	ugs17034_eee.manoj@cbit.org.in	8523878668
25	160117734055	Srivibhavan Labhishetty	EEE-1	ugs17055_eee.srivibhavan@cbit.org.in	7306820309
26	160117734049	D SAI SURYA	EEE-1	ugs17049_eee.sai@cbit.org.in	7981519111
27	160117734113	Suryateja Reddy Chitti	EEE-2	ugs17113_eee.suryateja@cbit.org.in	7095308899
28	160117734066	Tuppathi Priyanka	EEE-2	ugs17066_eee.priyanka@cbit.org.in	7013883263
29	160117734103	Chinnam Sai Kumar	EEE-2	Ugs17103_eee.sai@cbit.org.in	9866753628
30	160117734073	Abhiroop Manikonda	EEE-2	ugs17073_eee.abhiroop@cbit.org.in	9701053632
31	160117737025	Srinidhi Reddy	IT-1	ugs17025_it.srinidhi@cbit.org.in	9515320576
32	160117737086	Venkat Sai Jyothi -	IT-2	ugs17086_it.venkata@cbit.org.in	7702746836
33	160117737068	Blessy Kotrika	IT-2	ugs17068_it.blessy@cbit.org.in	9642564325
34	160117736060	N VINEETH KUMAR	Mech-1	ugs17060_mech.vineeth@cbit.org.in	7013221271
35	160117736049	Shravan Jagadam	Mech-1	ugs17049_mech.shravan@cbit.org.in	9121811345
36	160117736043	Kandhagatla Sai Sumanth	Mech-1	ugs17043_mech.sai@cbit.org.in	8639192364
37	160117736088	Mohammed Abid Hussain	Mech-2	ugs17088_mech.mohammed@cbit.org.in	8801311282
38	160117736066	Saadhana Chandra Poori	Mech-2	ugs17066_mech.saadhana@cbit.org.in	9553393311
39	160117732047	NAVILE SAI VISHAL	Civil-1	ugs17044_civil.sai@cbit.org.in	9182251983
40	160117735001	Akhila Maarka	ECE-1	ugs17001_eee.akhila@cbit.org.in	7032541279
41	160117735029	BHUVANESH SAMMETA	ECE-1	ugs17029_eee.bhuvanesh@cbit.org.in	7386540054
42	160117735044	Sohail Shaik	ECE-1	ugs17044_eee.shaik@cbit.org.in	9989780054
43	160117734074	Akshith Nagelly	EEE-2	ugs17074_eee.akshith@cbit.org.in	9182977269
44	160117737117	Vinay Pannati	IT-2	ugs17117_it@cbit.org.in	9182419035
45	160117734009	Revathi Marry	EEE-1	ugs17009_eee.revathi@cbit.org.in	9550135144
46	160117737109	Sanjay kumar Kalwa	IT-2	ugs17109_it.sanjay@cbit.org.in	8309643209
47	160117735106	Sai Tharun Bairi	ECE-2	ugs17106_eee.saitharun@cbit.org.in	9121658891
48	160117737008	Manogna Yadav Salendra	IT-1	ugs17008_it.manogna@cbit.org.in	7993987434
49	160117733083	Vaishnavi Kubeer	CSE-2	ugs17083_cse.vaishnavi@cbit.org.in	7729910080
50	160117736034	Pavan Kasukurthi	Mech-1	ugs17034_mech.pavan@cbit.org.in	8522897829
51	160117735139	Sowmika Anjuru	ECE-3	ugs17139_eee.sowmika@cbit.org.in	9182505138
52	160119744411	ABHINAY KUMAR	Emdd VLSI	pgs19411_eee.kumar@cbit.ac.in	8332805910
53	160118862003	Ankit Pradhan	MCA	pgs18003_mca.ankit@cbit.org.in	8093169421
54	160118862025	Priyanka K	MCA	pgs18025_mca.k@cbit.org.in	8247070800
55	160117734002	Pilli Ishwarya	EEE-1	ugs17002_eee.ishwarya@cbit.org.in	9100899671
56	160117735062	Akhila Marrikukkala	ECE-2	ugs17062_eee.akhila@cbit.org.in	8309657699
57	160117733114	Pokala Vaibhaw	CSE-2	vaibhawvarma123@gmail.com	6301774665
58	160117734118	Baratam Yashwanth	EEE-2	ugs17118_eee.yashwanth@cbit.org.in	9493352148
59	160117736119	VISWA SAI BHUSHAN Kondu	Mech-2	ugs17119_mech.viswa@cbit.org	9948585613
60	160117735159	Nithish Chilukuri	ECE-3	ugs17159_eee.nithish@cbit.org.in	7396653782
61	160117732112	Sriman Cherupalli	Civil-2	ugs17112_civil.srimannarayana@cbit.org.in	7660841641
62	160117733180	Varun Bamandlapelly	CSE-3	ugs17180_cse.varun@cbit.org.in	7780792013



Offer: Computer Consultancy
Ref: TCSL/DT20206881516/Ahmedabad
Date: 25/10/2021

Ms. Sadhana Gundagani
Opposite Essarbunk,
Thungathurthy,
Suryapet-508280,
Telangana.
Tel# -

Dear Sadhana Gundagani,

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/DT20206881516

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

*Sadhana*¹



08-Apr-2021

A Saikeerthi

B.Tech/B.E. Electronics and Electrical Engineering
Chaitanya Bharathi Inst of Technology,Hyderabad

Dear A,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for **a period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



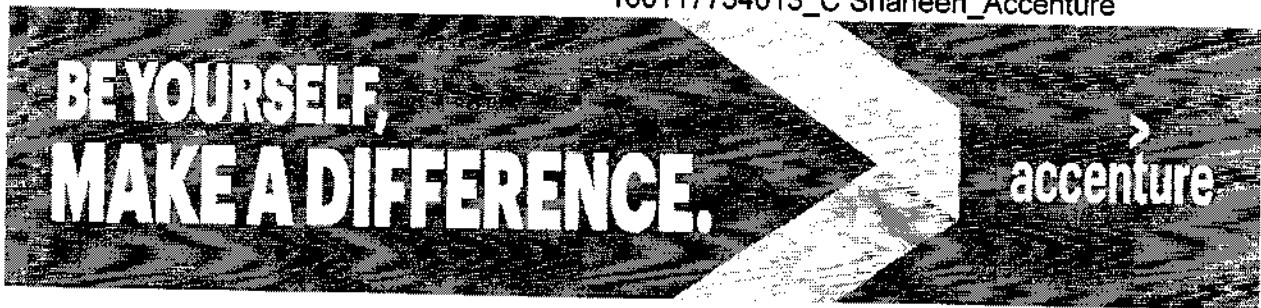
Suresh Bethavandu

Global Head-Talent Acquisition

I accept the terms and conditions of the offer as mentioned above.

Signature:

Date:



Strictly Private and Confidential

Date:17-Feb-2021

**SHAHEEN CHIRAKULA
C9200188**

**6-21/101 Manisha Residency, Road no. 5ABhavani Nagar, DilsukhnagarNear Bhashyam School
9110355991**

Dear **SHAHEEN CHIRAKULA,**

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.



APPOINTMENT LETTER

July 4, 2021

Dear Dheeravath Shravya,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

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

4. Responsibilities:

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

5. Conflict of Interest:

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

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

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

8. Non-Compete

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

9. General:

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

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

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

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

11. Notice Period & Termination:

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

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

12. Pre Joining Program (PJP):

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

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

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

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

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

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

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

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

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

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

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Dheeravath Shravya

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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

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

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

ANNEXURE - IV

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

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

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

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

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

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

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

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

House Rental Allowance:

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

Wipro Benefit Plan (WBP):

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

1. Leave Travel Allowance:

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

2. Telephone/Mobile Phone Allowances:

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

charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

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

4. Education Allowance:

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

5. New Pension System:

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

Retirement Benefits:

It consists of:

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

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

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

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

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

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

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

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

Survivor Benefit Pension Program:**

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

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

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

Loans:

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

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

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

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

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

2. Voluntary Superannuation Policy (VSS)

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

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

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

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

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

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

Signature Dheeravath Shravya 4/7/2021 12:36 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited

Doddakannelli

Sarjapur Road

Bengaluru 560 035

India

T :+91 (80) 2844 0011

F :+91 (80) 2844 0054

E :info@wipro.com

W :wipro.com

C :L32102KA1945PLC020800

20993104

HCL || Final Selection Confirmation

1 message

Ketan Arora <KetanA@hcl.com>

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Thu, May 27, 2021 at 12:03 PM

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Preeti Sharma <preeti.sh@hcl.com>, Madhumita Murali <madhumita.m@hcl.com>

Dear Dr N.L.N Reddy,

Greetings!! Hope you are doing well.

Thank you for your wonderful support in arranging the campus drive.

Below Students also have been selected for the opportunity with HCL, Please communicate to respective student on their selection with HCL.

Candidate name	Email Id	PG Specialization	UG/PG	Drive College	Course
Samyuktha Mantri	pgs19016_cse.mantri@cbit.org.in	CSE	PG	CBIT	M.E/M. Tech
Anitha Ramatenki	pgs19012_cse.ramatenki@cbit.org.in	CSE	PG	CBIT	M.E/M. Tech

Important Points:

1. CTC offered : **INR 6 LPA**
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable), incase leave HCL before completing 24 Months then liable to pay an amount of 1.25 lakhs INR to organization.
5. Probation Period will be of 12 Months.

Please Note: Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. **Minimum 70% throughout in academics (10th, 12th/Diploma, Graduation & Post Graduation) & no Backlogs.**
2. M.E/M. Tech Graduation passing Year 2021 & Specialization in CSE/IT/Circuit Branches only.

5/27/2021

C.B.I.T Mail - HCL || Final Selection Confirmation

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks,

Ketan Arora

HCL Technologies Ltd.

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HCL

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Important Points:

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2021 & Specialization in CSE/IT/Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Madhumita Murali
HCL

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:11-Feb-2021

SAI SUMANTH KANDHAGATLA
C9184096

H No 4 -123, Teachers Colony, Athwelly, Medchal (501401), Hyderabad, Telangana
8639192364

Dear SAI SUMANTH KANDHAGATLA,

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.

Version 6.0 Jan 2021

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Candidate's Signature

Reference Id: 3a6997bd-f711-42d5-9457-7a4753f7081e_1
Signed By: Mahesh Vasudeo Zurale

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Details of the program and assessment are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the Technology Fundamentals assessment bases on the Pre-Onboard online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboard Learning program content, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt or do not complete your pre-onboard learning, you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment and onboarding with Accenture is subject to your successful completion of the assessment of the program (within stipulated period for Accenture to provide you date of joining), as mentioned above. Should you not clear same this offer shall become redundant and will be revoked.

Post successful completion of the aforementioned assessment and upon joining the Company further training program (s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts to score the same to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

After accepting this Offer, we encourage you visit Countdown to the Company- (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to <http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

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129	160117734100	Sai Deekshith Rayaprolu	EEE-2	saideekshith6@gmail.com	9515705732
130	160117734102	Sai Krishna Voggu	EEE-2	vsaikrishna1998@gmail.com	8978835142
131	160117734106	Saiteja Narahari	EEE-2	sai.narahari25@gmail.com	9182546567
132	160117734113	Suryateja Reddy Chitti	EEE-2	suryatejareddy267@outlook.com	7095308899
133	160117734114	Vardhan Bandari Swamy De	EEE-2	vardhanbsd@gmail.com	8639585962
134	160117737033	Aravind Kumar Bodige	IT-1	aravindkumarbodige504@gmail.com	9505685973
135	160117737003	Deepshika Maroju	IT-1	d4deepshika@gmail.com	8712886896
136	160117737039	Kranthi Jella	IT-1	kranthij307@gmail.com	7013701139
137	160117737040	Madan Vijay Karnati	IT-1	madanvijayk@gmail.com	8885651191
138	160117737010	Maddipatla Mukta	IT-1	maddipatlamukta5@gmail.com	8309509802
139	160117737310	Mani Chandana.D	IT-1	dandumanechanndhanha@gmail.com	9642715361
140	160117737026	Mylavarapu Sruthakeerthi	IT-1	mskeerthi5226@gmail.com	7095545644
141	160117737012	Prasanna Kumari Surapure	IT-1	surapureddy2010@gmail.com	9347574839
142	160117737020	Shagufta Naaz	IT-1	shagufta25022000@gmail.com	7386017275
143	160117737029	Vidyadhari Kandagatla	IT-1	vidyakandagatla.18@gmail.com	9491425111
144	160117737101	Gopathi Prashanth	IT-2	prashanthgopathi621@gmail.com	9182469567
145	160117737093	Goutham Chiranj	IT-2	chiranjigoutham@gmail.com	8801753369
146	160117737109	Kalwa Sanjay Kumar	IT-2	kalwasanjaykumar300@gmail.com	8309643209
147	160117737097	Madhav Jindam	IT-2	jindammadhav15@gmail.com	8639064873
148	160117737077	Masuram Rajini	IT-2	rajinimasuram239@gmail.com	8639670233
149	160117737065	Pulapalli Andal Srivaishnavi	IT-2	pulapallivaishnavi20490@gmail.com	7013291429
150	160117737073	Ravipati Nissi Mouktika	IT-2	nissimouktika2@gmail.com	7013576663
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153	160117737089	Sirra Akhilanand	IT-2	akhilanand9999@gmail.com	9640414131
154	160117736018	Bala Narasimha Banala	Mech-1	banalabalu04@gmail.com	9440088218
155	160117736002	C Ananya	Mech-1	canakapalliananya@gmail.com	8801983173
156	160117736006	Mahitha Duddu	Mech-1	mahithaduddu@gmail.com	9490337406
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158	160117736056	Vamshi Krishna Boga	Mech-1	vamshikrishnabhoga@gmail.com	7013976105
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166	160119766005	Saini Varshini	PSPE	varshiniraosaini@gmail.com	7013523695



07-Sep-2021

~~16011774~~ 16011775-9021 - Aqarchard - Cognizant

Dear Macharla LNU,
B.E., Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 15917444

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. 450,500/-**. 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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

160117734024 - Giricharan Reddy mogiligari -

Infosys[®]

Navigate your next

July 16, 2021

HRD/3T/1001722321/21-22

Mr. Mogiligari Reddy
Hno. 5-26 Bhanur Village Patancheu
Sangareddy District
Hyderabad-502305
India

Ph: +91-8919325476

Dear Mogiligari,

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

Certification signature by Richard Lobo
«richard_lobo@infosys.com» Validity Unknown

Digitally signed by Richard Lobo
Date: 2021.07.16 18:29:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
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Cognizant

GenC

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3	160117805011	Navya Buchalli	Biotech	navyabuchalli14@gmail.com	7032288248
4	160117805035	Neeharika Poduri	Biotech	nehapoduri@gmail.com	9014348987
5	160117805023	Sai Harshitha Dakoor	Biotech	harshitha27sai@gmail.com	8309675134
6	160117802019	Abhishek Babu	chemical	abhishekbabu1999@gmail.com	9346360841
7	160117802031	Grandhi Lokesh Sai	chemical	lokeshsai.grandhi4@gmail.com	8555882702
8	160117802004	Hanusha Durisetty	chemical	hanushadurisetty27@gmail.com	8919112744
9	160117802027	Harsh Agarwal	chemical	h.agarwal1212@gmail.com	8328680181
10	160117802006	Manasa Kamidi	chemical	manasareddyid@gmail.com	6302067353
11	160116802036	Phanindra Gupta	chemical	phanindra.beechani@gmail.com	8885471238
12	160117802037	Polamuri Ravi Teja	chemical	polamuri.raviteja26@gmail.com	9949542626
13	160117802012	Poojitha Kandati	chemical	poojithareddykandati2000@gmail.com	9398690478
14	160117732047	Navile Sai Vishal	Civil-1	saivishalnavile@gmail.com	9182251983
15	160117732014	Sindhu Kuruba	Civil-1	sindhukuruba44@gmail.com	8333088913
16	160117732073	Bandi Udaya Sri	Civil-2	bandiudayasri10@gmail.com	7993147030
17	160117732118	Malyala Varaprasad	Civil-2	malyalavaraprasad84@gmail.com	7032013557
18	160117732064	Neena Reddy	Civil-2	neena.nandikonda@gmail.com	8309873636
19	160117732103	Sai Naveen Balla	Civil-2	bsnaveenaecs2@gmail.com	7989926641
20	160117732316	Shirisha Singari	Civil-2	shirisha.singari@gmail.com	9948361445
21	160117733001	Akshitha Nanavala	CSE-1	akshitha.n.123@gmail.com	9494605050
22	160117733025	Challa Abishek	CSE-1	abhishekchalla619@gmail.com	9182752661
23	160117733028	Gopikumar Makwana	CSE-1	makwanagopikumar@gmail.com	8187098877
24	160117733010	Lakshmi Anuhya Gunnam	CSE-1	anuhya1916@gmail.com	9701166808
25	160117733033	Mohammed Zubair Ahmed	CSE-1	zewbare@gmail.com	7093621962
26	160117733012	Nikitha Bogala	CSE-1	nikkireddy129@gmail.com	8897121047
27	160117733041	Saad Ahmed	CSE-1	saadahmed05999@gmail.com	9701571945
28	160117733056	Singapanga Teja vamshi	CSE-1	vamshitej49@gmail.com	7093145297
29	160117733051	Sridhar Kandi	CSE-1	kandisridhar123@gmail.com	9963774495
30	160117733057	Varun Sundaram	CSE-1	vaasha99@gmail.com	9550815865
31	160117733114	Pokala Vaibhaw	CSE-2	vaibhawvarma123@gmail.com	6301774665

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77	160117735066	Madasu Kavya	ECE-2	kavyamadasu98@gmail.com	8309930909
78	160117735069	Mamatha Erugadinla	ECE-2	mamathaerugadinla999@gmail.com	8919450206
79	160117735315	Nagilla Praneeth Reddy	ECE-2	nagillapraneeeth888@gmail.com	7036980340
80	160117735090	Nandigama Charanjit	ECE-2	charanjitnandigama@gmail.com	9885437154
81	160117735100	Nikhil Kanukuntla	ECE-2	nikhilvardhan89@gmail.com	9393622880
82	160117735074	Nikitha Kotharamula	ECE-2	nikitha.rdy213@gmail.com	8790025021
83	160117735117	Pochampally Vinay Reddy	ECE-2	vinayreddy3679@gmail.com	7981749837
84	160117735111	Rajput Tejeshwar Singh	ECE-2	tejeshrajput99@gmail.com	7780453424
85	160117735104	Rakshith Devunuri	ECE-2	rakshithdevunuri@gmail.com	9100819264
86	160117735105	Rupesh Chandra Sayam	ECE-2	sayamrupu@gmail.com	7993823019
87	160117735107	Saketh Reddy Dodda	ECE-2	doddasakethreddy23@gmail.com	9182668613
88	160117735081	Sangapu Sowmyasri Sowmya	ECE-2	sangapusowmyasri@gmail.com	9676608304
89	160117735313	Sumanth Banswada	ECE-2	banswadасumanthreddy3031@gmail.com	9133569493
90	160117735148	Bhagath Singh Khare	ECE-3	khare.bhagathsingh420@gmail.com	8639238056
91	160117735149	Bob Bathula	ECE-3	bob.abishai@gmail.com	9618783361
92	160117735150	Joseph Murray	ECE-3	mikejoe14918@gmail.com	9492922808
93	160117735130	Naga Sai Harshita Kaza	ECE-3	nagasaiharshita.kaza@gmail.com	6300221202
94	160117735329	Nakka Sai Siddartha	ECE-3	nakkasaisiddartha@gmail.com	8499083151
95	160117735131	Nikhila Manupuri	ECE-3	manupurikhila70081@gmail.com	7013061080
96	160117735159	Nithish Chilukuri	ECE-3	nithish.chilukuri@gmail.com	7396653782
97	160117735160	Pranav K	ECE-3	pranavkarangula@gmail.com	9573421392
98	160117735135	Pravalika Chitloju	ECE-3	pravalikach22@gmail.com	7674969086
99	160117735173	Shiva Kumar Reddy Nareddy	ECE-3	shivareddy2824@gmail.com	7989312529
100	160117735138	Shravani Jalli	ECE-3	shravanijalli@gmail.com	8985480544
101	160117735175	Srinivasa Bharadwaj Chakila	ECE-3	ch.bharadwaj183@gmail.com	8247018234
102	160117735141	Srisai Merugu	ECE-3	srisai.m2000@gmail.com	8978611199
103	160117735145	Vinoothna Sree Nayakanti	ECE-3	vinoothna0110@gmail.com	9603132650
104	160117734012	A Saikerthi A Saikerthi	EEE-1	saikerthi038@gmail.com	9515941279
105	160117734013	C Shaheen	EEE-1	shaheen9491156126@gmail.com	9110355991
106	160117734049	D Sai Surya	EEE-1	saistod@gmail.com	7981519111
107	160117734020	Gangula Akhil Reddy	EEE-1	akhilreddygangula99@gmail.com	9866876750
108	160117734028	Hrishikes Sai Duttaluri	EEE-1	saihrishikesh08@gmail.com	6303106718
109	160117734034	Manoj Kudikala	EEE-1	manoj.kudikala13@gmail.com	8523878668
110	160117734007	Mudavath Priyanka	EEE-1	ugsl7007_eee.priyanka@cbit.org.in	7732045543
111	160117734041	Pavan Pulimamidi	EEE-1	pavannani1026@gmail.com	7780733448
112	160117734032	Pendem Netha	EEE-1	netha833@gmail.com	9441908169
113	160117734052	Srikanth Pilli	EEE-1	srikanthpilli780@gmail.com	7287876826
114	160117734055	Srivibhavan Labhishetty	EEE-1	srivibhavan1990@gmail.com	7306820309
115	160117734018	Veditha Lakshmi	EEE-1	veditha12345@gmail.com	7989629450
116	160117734026	Voladri Gopi Krishna Reddy	EEE-1	gopikrishna.voladri@gmail.com	7330778564
117	160117734117	A S N Yashwanth	EEE-2	yashwanthyashu21@gmail.com	7989657538
118	160117734074	Akshith Nagelly	EEE-2	akshithnagelly14@gmail.com	9182977269
119	160117734084	Choppakatla Koushik	EEE-2	choppakatlakoushik001@gmail.com	8247793418
120	160117734077	Dheeraj Arumulla	EEE-2	dherajarumulla9003@gmail.com	7989924024
121	160117734062	Jahnavi Guduri	EEE-2	jahnavi.guduri@gmail.com	9398401445

122	160117734322	Kandukuri Sai Sheetal	EEE-2	saisheetalkandukuri@gmail.com	8143377430
123	160117734075	M Arun Kumar	EEE-2	kmrun297@gmail.com	9398574734
124	160117734083	Nanavath Kishan	EEE-2	kishansrinivas123@gmail.com	6304775127
125	160117734115	Nuligonda Vashist	EEE-2	vashistnuligonda@gmail.com	9398380589
126	160117734091	Pasupuleti Mohit Srinivas Ma	EEE-2	mahaveer.dimpu128@gmail.com	7780443884
127	160117734066	Priyanka Tuppathi	EEE-2	priyankatuppathi2920@gmail.com	7013883263
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158	160117736056	Vamshi Krishna Boga	Mech-1	vamshikrishnabhoga@gmail.com	7013976105
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160	160117736066	Poori Saadhana Chandra	Mech-2	saadhanapoori11@gmail.com	9553393311
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162	160117736101	Sai Bhuvan Rathnam	Mech-2	bhuvan714715@gmail.com	9182543603
163	160117736069	Shreya Munnuri	Mech-2	shreya.m5899@gmail.com	7093838721
164	160117736115	Venkata Vinai Dendukuri	Mech-2	venkatavinai99@gmail.com	9100988863
165	160117738035	Rathan Kumar Gemanjyothi	Prod	rathangemanjyothi@gmail.com	8500802512
166	160119766005	Saini Varshini	PSPE	varshiniraosaini@gmail.com	7013523695

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Harshith Reddy

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Harshith 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.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.

OFFER LETTER**NAME: HRISHIKES SAI DUTTALURI****POST: ENGINEER (TRAINEE)****Emoluments in Rupees**

S.NO	SALARY HEAD	Emoluments in Rupees	
		PER MONTH	PER ANNUM
I	Stipend	22,000.00	
II	Gross Salary	22,000.00	264,000.00
1	*LTC		8,446.50
2	Mediclaime		25,857.00
3	**Medical Reimbursement		8,109.00
4	***SSS/EDLI		1,900.00
5	PF 12% COMPANY CONTRIBUTION		21,600.00
6	****Group Gratuity		9,746.00
	COST TO COMPANY PER ANNUM		339,659.00
	COST TO COMPANY PER MONTH	28,305.00	

NOTE:

*From the date of service confirmation you are eligible for Leave Travel Concession(LTC), which is paid on proportionate basis from your confirmation date(not eligible during probation period)

**After completion of training period you are eligible to get Medical Reimbursement.

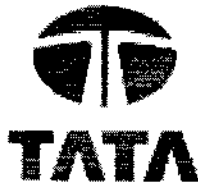
***SSS-Sampurna Suraksha Scheme- You will be covered with sum assured amount of Rs. 10,00,000 by the company from the date of joining, in case of any unforeseen eventuality, amount will be paid to your nominee

**** After completion of 5 years of service you will get eligibility for Group Gratuity

for MEDHA SERVO DRIVES PVT. LTD.,

VIRESH KUMAR

DY. GENERAL MANAGER – HR



160117734030_ Jay Sankeerth_TCS upgrad

Offer: Computer Consultancy
Ref: TCSL/CT20203312071/Hyderabad
Date: 20/04/2021

Mr. Isukapatla Jaya Sankeerth
H-No:20-126,M.E.S Colony,Venkatapuram,Alwal,SecunderabadVenkatapuram,
Venkatapuram Andhra Bank,
Hyderabad-500015,
Telangana.
Tel# 91-9346778999

Dear Isukapatla Jaya Sankeerth,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer in Grade C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/CT20203312071

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Dhoolkamp, No.1 Software Parks Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 3322 Website: www.tcs.com
Registered Office: Narval Building, 9th Floor, Narval Point, Mumbai 400 021
TCS Career Service Line: 1800 209 311 | Email: careers@tcs.com



15-May-2021

Dear Pendem Netha,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Inst of Technology, Hyderabad

Candidate ID – 15060291

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.

OFFER OF EMPLOYMENT

16c117739033 - B. Mahesh Reddy

Dear Banka Mahesh 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.

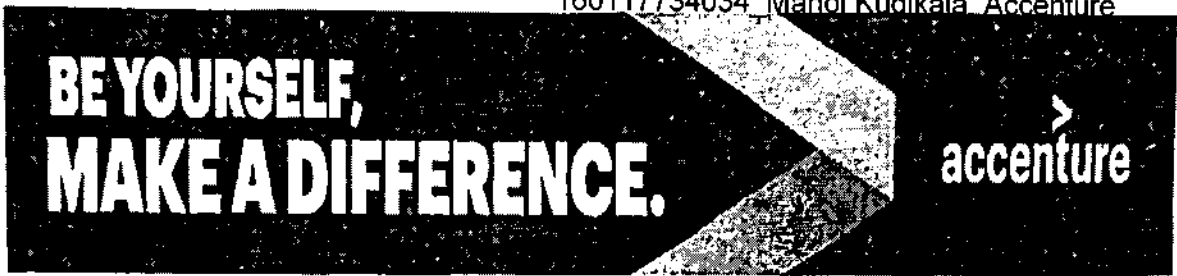
2. Overseas Deputation/International Assignment

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.



Strictly Private and Confidential

Date:21-Jun-2021

Manoj Kudikala
C9659259

2-11-494vijayanagar colony roadno-2,gopalpur road,Hanamkonda,Warangal
8523878668

Dear Manoj Kudikala,

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

K. Manoj
candidate's Signature

Reference Id: 65ab746b-996a-45d8-96ea-cb85e8d640fe_1
Signed By: Mahesh Vasudeo Zurale



03/12/2021
SDCCI/HR/SDCCI-235

To

Gurle Nanaji,
Hyderabad.

APPOINTMENT LETTER

Dear Nanaji,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of "Associate Engineer", Department: Infrastructure at "SCHNABEL DC Consultants India Pvt. Ltd."

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. You are appointed on the above said position from **24th November, 2021**.
2. Your consolidated salary is **Rs.600000/- p.a.**, (Six Lakh Only) and other emoluments will be as per Appx 'A'.
3. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
4. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
5. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.
6. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.



CognizantTntAcq@... 3 days ago



to me, cognizantHR ✓

160117734039_GURRALA NAVEEN REDDY_Cognizant

160117734039.

Cognizant

Dear Naveen Gurrala

Congratulations on successfully confirming your offer with Cognizant and sharing with us your date of Joining!

At Cognizant, we are committed to providing our associates with an enriching, rewarding and encouraging work culture. We believe in thinking out of the box, in doing big things early! With that thought in mind, we welcome you into the Cognizant family with an expectation that your experience with us would be nothing less. With that hope you enjoy your journey with Cognizant and we wish you stellar success in all that you undertake while working with the organization.

As we move along with your On boarding, we realize that you might have some queries and concerns about the process. Towards the same, our helpdesk associate will reach out to you and help you understand the process a little better.

Please note:

- a. An email will be sent to you requesting you to upload the documents in onboarding application. Please upload and submit the documents to proceed with filling up the online forms.
- b. It is mandatory to complete the forms in the pre-joining section before your date of joining to ensure a seamless onboarding experience. You may also refer to the sample forms provided in the 'Resource center' to assist you with filling up of pre-joining forms.
- c. NSR: Cognizant has made National Skills Registry (NSR), registration a mandate. Hence, request you to complete the registration using the URL <https://nationalskillsregistry.com/> within 20 days on receipt of the offer letter. If you have an NSR ITPIN number, kindly share it with your concern recruiter."

But before we proceed to that, we request you to submit the required documents for Background Verification Process and complete One Cognizant online pre joining formalities.

We look forward to you joining our organization and we hope you have a great experience working with us!

Thank you.
Cognizant Talent Acquisition

***This is an auto triggered email. Please do not reply and mailbox is no longer monitored ***

HCL || Final Selection Confirmation

1 message

Ketan Arora <KetanA@hcl.com>

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Thu, May 27, 2021 at 12:03 PM

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Preeti Sharma <preeti.sh@hcl.com>, Madhumita Murali <madhumita.m@hcl.com>

Dear Dr N.L.N Reddy,

Greetings!! Hope you are doing well.

Thank you for your wonderful support in arranging the campus drive.

Below Students also have been selected for the opportunity with HCL, Please communicate to respective student on their selection with HCL.

Candidate name	Email Id	PG Specialization	UG/PG	Drive College	Course
Samyuktha Mantri	pgs19016_cse.mantri@cbit.org.in	CSE	PG	CBIT	M.E/M. Tech
Anitha Ramatenki	pgs19012_cse.ramatenki@cbit.org.in	CSE	PG	CBIT	M.E/M. Tech

Important Points:

1. CTC offered : **INR 6 LPA**
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable), incase leave HCL before completing 24 Months then liable to pay an amount of 1.25 lakhs INR to organization.
5. Probation Period will be of 12 Months.

Please Note: Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. **Minimum 70% throughout in academics (10th, 12th/Diploma, Graduation & Post Graduation) & no Backlogs.**
2. **M.E/M. Tech Graduation passing Year 2021 & Specialization in CSE/IT/Circuit Branches only.**

5/27/2021

C.B.I.T Mail - HCL || Final Selection Confirmation

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks,

Ketan Arora

HCL Technologies Ltd.

www.hcltech.com

www.hcl.com/

HCL

::DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

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	160117735106	Sai Tharun Bairi	Ugs17106_ece.saitharun@cbit.org.in	ECE-2	9121658891
	160117735066	Kavya Madasu	ugs17066_ece.kavya@cbit.org.in	ECE-2	8309930909
	160117735314	Akhilesh Thammishetty	ugs17314_ece.thammishetty@cbit.org.in	ECE-2	8374839839
	160117735162	Rahul Gundala	ugs17162_ece.rahul@cbit.org.in	ECE-3	9182563086
21	160117735328	Govindolla Bhavani	ugs17328_ece.govindolla@cbit.org.in	ECE-3	8367349804
22	160117735151	Kailas Salavath	ugs17151_ece.kailas@cbit.org.in	ECE-3	8143503387
23	160117734059	P. Vishwanath Anand Reddy	ugs17059_eee.vishwanath@cbit.org.in	EEE-1	9398593656
24	160117734302	KARRA NIKHIL REDDY	ugs17302_eee.karra@cbit.org.in	EEE-1	9010098316
25	160117734046	Sai Charan Munjala	ugs17046_eee.sai@cbit.org.in	EEE-1	9502470036
26	160117734017	Swetha Lenkala	ugs17017_eee.swetha@cbit.org.in	EEE-1	8374638090
27	160117734040	NIKHIL REDDY VAKITI	ugs17040_eee.nikhil@cbit.org.in	EEE-1	8099096229
28	160117734081	M Kaiyan Sai Vinay	ugs17081_eee.kaiyan@cbit.org.in	EEE-2	8639357814
29	160117734120	Rayankula Yeshwanth	Ugs17120_eee.yeshwanth@cbit.org.in	EEE-2	7730020314
30	160117734078	Harshith Molugu	ugs17078_eee.harshith@cbit.org.in	EEE-2	9398324852
31	160117737019	Sanjana Malthumkar	Ugs17019_it.sanjana@cbit.org.in	IT-1	7995670249
32	160117737030	M.Yogitha Nandini	ugs17030_it.yogitha@cbit.org.in	IT-1	8919369434
33	160117737033	Bodige Aravind Kumar	ugs17033_it.aravind@cbit.org.in	IT-1	9505685973
34	160117737081	Sindhu Sreeram	ugs17081_it.sindhu@cbit.org.in	IT-2	9182291591
35	160117737116	Vikas goli	ugs171116_it.vikas@cbit.org.in	IT-2	8465977640
36	160117737063	Alankrutha Reddy Barlapally	ugs17063_it.alankrutha@cbit.org.in	IT-2	9182968225
37	160117737101	Prashanth Gopathi	ugs17101_it.prashanth@cbit.org.in	IT-2	9182469567
38	160117737109	Kalwa Sanjay Kumar	ugs17109_it.sanjay@cbit.org.in	IT-2	8309643209
39	160117737313	Hamilpur shivani	ugs17313_it.hamilpur@cbit.org.in	IT-2	9908587610

Important Points:

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2021 & Specialization in CSE/IT/Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Madhumita Murali
HCL



Cognizant

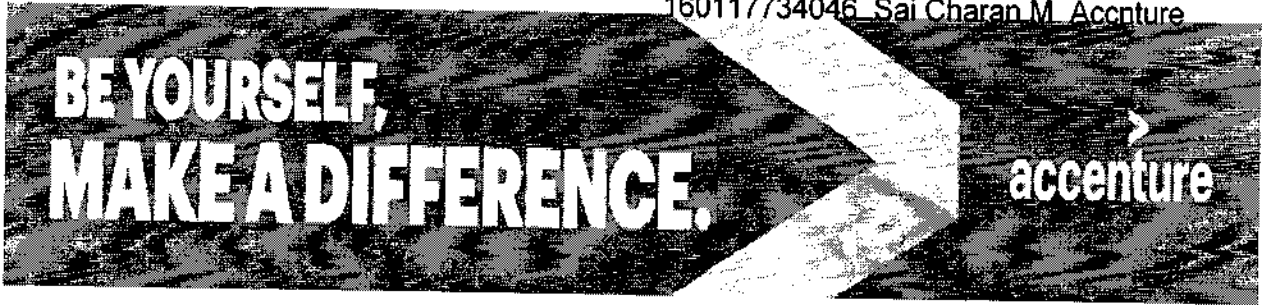
GenC

1	160117805001	Akanksha Joshi	Biotech	akankshasjoshi2000@gmail.com	8106216533
2	160117805028	Nadimpalli Sphoorthy	Biotech	n.sphoorthy28072000@gmail.com	9063501135
3	160117805011	Navya Buchalli	Biotech	navyabuchalli14@gmail.com	7032288248
4	160117805035	Neecharika Poduri	Biotech	nehapoduri@gmail.com	9014348987
5	160117805023	Sai Harshitha Dakoor	Biotech	harshitha27sai@gmail.com	8309675134
6	160117802019	Abhishek Babu	chemical	abhishekbabu1999@gmail.com	9346360841
7	160117802031	Grandhi Lokesh Sai	chemical	lokeshsai.grandhi4@gmail.com	8555882702
8	160117802004	Hanusha Durisetty	chemical	hanushadurisetty27@gmail.com	8919112744
9	160117802027	Harsh Agarwal	chemical	h.agarwal1212@gmail.com	8328680181
10	160117802006	Manasa Kamidi	chemical	manasareddyid@gmail.com	6302067353
11	160116802036	Phanindra Gupta	chemical	phanindra.beechani@gmail.com	8885471238
12	160117802037	Polamuri Ravi Teja	chemical	polamuri.raviteja26@gmail.com	9949542626
13	160117802012	Poojitha Kandati	chemical	poojithareddykandati2000@gmail.com	9398690478
14	160117732047	Navile Sai Vishal	Civil-1	saivishalnavile@gmail.com	9182251983
15	160117732014	Sindhu Kuruba	Civil-1	sindhukuruba44@gmail.com	8333088913
16	160117732073	Bandi Udaya Sri	Civil-2	bandiudayasri10@gmail.com	7993147030
17	160117732118	Malyala Varaprasad	Civil-2	malyalavaraprasad84@gmail.com	7032013557
18	160117732064	Neena Reddy	Civil-2	neena.nandikonda@gmail.com	8309873636
19	160117732103	Sai Naveen Balla	Civil-2	bsnaveenaecs2@gmail.com	7989926641
20	160117732316	Shirisha Singari	Civil-2	shirisha.singari@gmail.com	9948361445
21	160117733001	Akshitha Nanavala	CSE-1	akshitha.n.123@gmail.com	9494605050
22	160117733025	Challa Abishek	CSE-1	abhishekchalla619@gmail.com	9182752661
23	160117733028	Gopikumar Makwana	CSE-1	makwanagopikumar@gmail.com	8187098877
24	160117733010	Lakshmi Anuhya Gunnam	CSE-1	anuhya1916@gmail.com	9701166808
25	160117733033	Mohammed Zubair Ahmed	CSE-1	zewbare@gmail.com	7093621962
26	160117733012	Nikitha Bogala	CSE-1	nikkireddy129@gmail.com	8897121047
27	160117733041	Saad Ahmed	CSE-1	saadahmed05999@gmail.com	9701571945
28	160117733056	Singapanga Teja vamshi	CSE-1	vamshitej49@gmail.com	7093145297
29	160117733051	Sridhar Kandi	CSE-1	kandisridhar123@gmail.com	9963774495
30	160117733057	Varun Sundaram	CSE-1	vaasha99@gmail.com	9550815865
31	160117733114	Pokala Vaibhaw	CSE-2	vaibhawvarma123@gmail.com	6301774665

72

77	160117735066	Madasu Kavya	ECE-2	kavyamadasu98@gmail.com	8309930909
78	160117735069	Mamatha Erugadinla	ECE-2	mamathaerugadinla999@gmail.com	8919450206
79	160117735315	Nagilla Praneeth Reddy	ECE-2	nagillapraneeth888@gmail.com	7036980340
80	160117735090	Nandigama Charanjit	ECE-2	charanjitnandigama@gmail.com	9885437154
81	160117735100	Nikhil Kanukuntla	ECE-2	nikhilvardhan89@gmail.com	9393622880
82	160117735074	Nikitha Kotharamula	ECE-2	nikitha.rdy213@gmail.com	8790025021
83	160117735117	Pochampally Vinay Reddy	ECE-2	vinayreddy3679@gmail.com	7981749837
84	160117735111	Rajput Tejeshwar Singh	ECE-2	tejeshrajput99@gmail.com	7780453424
85	160117735104	Rakshith Devunuri	ECE-2	rakshithdevunuri@gmail.com	9100819264
86	160117735105	Rupesh Chandra Sayam	ECE-2	sayamrupu@gmail.com	7993823019
87	160117735107	Saketh Reddy Dodda	ECE-2	doddasakethreddy23@gmail.com	9182668613
88	160117735081	Sangapu Sowmyasri Sowmya	ECE-2	sangapusowmyasri@gmail.com	9676608304
89	160117735313	Sumanth Banswada	ECE-2	banswadасumanthreddy3031@gmail.com	9133569493
90	160117735148	Bhagath Singh Khare	ECE-3	khare.bhagathsingh420@gmail.com	8639238056
91	160117735149	Bob Bathula	ECE-3	bob.abishai@gmail.com	9618783361
92	160117735150	Joseph Murray	ECE-3	mikejoe14918@gmail.com	9492922808
93	160117735130	Naga Sai Harshita Kaza	ECE-3	nagasaiharshita.kaza@gmail.com	6300221202
94	160117735329	Nakka Sai Siddartha	ECE-3	nakkasaisiddartha@gmail.com	8499083151
95	160117735131	Nikhila Manupuri	ECE-3	manupurikhila70081@gmail.com	7013061080
96	160117735159	Nithish Chilukuri	ECE-3	nithish.chilukuri@gmail.com	7396653782
97	160117735160	Pranav K	ECE-3	pranavkarangula@gmail.com	9573421392
98	160117735135	Pravalika Chitloju	ECE-3	pravalikach22@gmail.com	7674969086
99	160117735173	Shiva Kumar Reddy Nareddy	ECE-3	shivareddy2824@gmail.com	7989312529
100	160117735138	Shravani Jalli	ECE-3	shravanijalli@gmail.com	8985480544
101	160117735175	Srinivasa Bharadwaj Chakila	ECE-3	ch.bharadwaj183@gmail.com	8247018234
102	160117735141	Srisai Merugu	ECE-3	srisai.m2000@gmail.com	8978611199
103	160117735145	Vinoothna Sree Nayakanti	ECE-3	vinoothna0110@gmail.com	9603132650
104	160117734012	A Saikerthi A Saikerthi	EEE-1	saikerthi038@gmail.com	9515941279
105	160117734013	C Shaheen	EEE-1	shaheen9491156126@gmail.com	9110355991
106	160117734049	D Sai Surya	EEE-1	saistod@gmail.com	7981519111
107	160117734020	Gangula Akhil Reddy	EEE-1	akhilreddygangula99@gmail.com	9866876750
108	160117734028	Hrishikes Sai Duttaluri	EEE-1	saihrishikesh08@gmail.com	6303106718
109	160117734034	Manoj Kudikala	EEE-1	manoj.kudikala13@gmail.com	8523878668
110	160117734007	Mudavath Priyanka	EEE-1	ugsl7007_eee.priyanka@cbit.org.in	7732045543
111	160117734041	Pavan Pulimamidi	EEE-1	pavannani1026@gmail.com	7780733448
112	160117734032	Pendem Netha	EEE-1	netha833@gmail.com	9441908169
113	160117734052	Srikanth Pilli	EEE-1	srikanthpilli780@gmail.com	7287876826
114	160117734055	Srivibhavan Labhishetty	EEE-1	srivibhavan1990@gmail.com	7306820309
115	160117734018	Veditha Lakshmi	EEE-1	veditha12345@gmail.com	7989629450
116	160117734026	Voladri Gopi Krishna Reddy	EEE-1	gopikrishna.voladri@gmail.com	7330778564
117	160117734117	A S N Yashwanth	EEE-2	yashwanthyashu21@gmail.com	7989657538
118	160117734074	Akshith Nagelly	EEE-2	akshithnagelly14@gmail.com	9182977269
119	160117734084	Choppakatla Koushik	EEE-2	choppakatlakoushik001@gmail.com	8247793418
120	160117734077	Dheeraj Arumulla	EEE-2	dherajarumulla9003@gmail.com	7989924024
121	160117734062	Jahnavi Guduri	EEE-2	jahnavi.guduri@gmail.com	9398401445

122	160117734322	Kandukuri Sai Sheetal	EEE-2	saisheetalkandukuri@gmail.com	8143377430
123	160117734075	M Arun Kumar	EEE-2	kmrun297@gmail.com	9398574734
124	160117734083	Nanavath Kishan	EEE-2	kishansrinivas123@gmail.com	6304775127
125	160117734115	Nuligonda Vashist	EEE-2	vashistnuligonda@gmail.com	9398380589
126	160117734091	Pasupuleti Mohit Srinivas Ma	EEE-2	mahaveer.dimpu128@gmail.com	7780443884
127	160117734066	Priyanka Tuppathi	EEE-2	priyankatuppathi2920@gmail.com	7013883263
128	160117734096	Ramagiri Poojith	EEE-2	ramagiri.poojith1234@gmail.com	8919560805
129	160117734100	Sai Deekshith Rayaprolu	EEE-2	saideekshith6@gmail.com	9515705732
130	160117734102	Sai Krishna Voggu	EEE-2	vsaikrishna1998@gmail.com	8978835142
131	160117734106	Saiteja Narahari	EEE-2	sai.narahari25@gmail.com	9182546567
132	160117734113	Suryateja Reddy Chitti	EEE-2	suryatejareddy267@outlook.com	7095308899
133	160117734114	Vardhan Bandari Swamy De	EEE-2	vardhanbsd@gmail.com	8639585962
134	160117737033	Aravind Kumar Bodige	IT-1	aravindkumarbodige504@gmail.com	9505685973
135	160117737003	Deepshika Maroju	IT-1	d4deepshika@gmail.com	8712886896
136	160117737039	Kranthi Jella	IT-1	kranthij307@gmail.com	7013701139
137	160117737040	Madan Vijay Karnati	IT-1	madanvijayk@gmail.com	8885651191
138	160117737010	Maddipatla Mukta	IT-1	maddipatlamukta5@gmail.com	8309509802
139	160117737310	Mani Chandana.D	IT-1	dandumanechanndhanha@gmail.com	9642715361
140	160117737026	Mylavarapu Sruthakeerthi	IT-1	mskeerthi5226@gmail.com	7095545644
141	160117737012	Prasanna Kumari Surapured	IT-1	surapureddy2010@gmail.com	9347574839
142	160117737020	Shagufta Naaz	IT-1	shagufta25022000@gmail.com	7386017275
143	160117737029	Vidyadhari Kandagatla	IT-1	vidyakandagatla.18@gmail.com	9491425111
144	160117737101	Gopathi Prashanth	IT-2	prashanthgopathi621@gmail.com	9182469567
145	160117737093	Goutham Chiranj	IT-2	chiranjigoutham@gmail.com	8801753369
146	160117737109	Kalwa Sanjay Kumar	IT-2	kalwasanjaykumar300@gmail.com	8309643209
147	160117737097	Madhav Jindam	IT-2	jindammadhav15@gmail.com	8639064873
148	160117737077	Masuram Rajini	IT-2	rajinimasuram239@gmail.com	8639670233
149	160117737065	Pulapalli Andal Srivaishnavi	IT-2	pulapallivaishnavi20490@gmail.com	7013291429
150	160117737073	Ravipati Nissi Mouktika	IT-2	nissimouktika2@gmail.com	7013576663
151	160117737105	Sai Charan Kopparapu	IT-2	saicharan3199@gmail.com	8309262888
152	160117737110	Sathvik Surabhi	IT-2	sathvikraosurabhi@gmail.com	8309378759
153	160117737089	Sirra Akhilanand	IT-2	akhilanand9999@gmail.com	9640414131
154	160117736018	Bala Narasimha Banala	Mech-1	banalabalu04@gmail.com	9440088218
155	160117736002	C Ananya	Mech-1	canakapalliananya@gmail.com	8801983173
156	160117736006	Mahitha Duddu	Mech-1	mahithaduddu@gmail.com	9490337406
157	160117736309	Sneha Chintala	Mech-1	snehachintala2000@gmail.com	9515021356
158	160117736056	Vamshi Krishna Boga	Mech-1	vamshikrishnabhoga@gmail.com	7013976105
159	160117736075	Akhil Vaitla	Mech-2	akhilvaitla29899@gmail.com	8074157845
160	160117736066	Poori Saadhana Chandra	Mech-2	saadhanapoori11@gmail.com	9553393311
161	160117736112	Rayasam Venkata Naga Aka	Mech-2	akashrayasam1729@gmail.com	9494304776
162	160117736101	Sai Bhuvan Rathnam	Mech-2	bhuvan714715@gmail.com	9182543603
163	160117736069	Shreya Munnuri	Mech-2	shreya.m5899@gmail.com	7093838721
164	160117736115	Venkata Vinai Dendukuri	Mech-2	venkatavinai99@gmail.com	9100988863
165	160117738035	Rathan Kumar Gemanjyothi	Prod	rathangemanjyothi@gmail.com	8500802512
166	160119766005	Saini Varshini	PSPE	varshiniraosaini@gmail.com	7013523695



Strictly Private and Confidential

Date:14-Jul-2021

Sai Charan Munjala
C9760296

10-15, Ashoknagar, Khanapur, Warangal Rural, Telangana
9502470036

Dear Sai Charan Munjala,

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 Analyst

Management level – 11

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.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. you understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture. As well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria. up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, you are not meeting the eligibility criteria / any misrepresentation at your end.

Version 6.1 Mar 2021

1

Candidate's Signature

Reference Id: c256a7eb-7b2f-4d91-b049-3972ce09bc1f_1
Signed By: Mahesh Vasudeo Zurale



23rd Nov 2021

To,
Sai Naveen Appala,
Hyderabad.

OFFER LETTER

Dear Sai Naveen Appala,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” Department: Infrastructure at “SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is Rs.6,00,000/- p.a., (Six Lakh Only) and other emoluments will be as per Appx 'A'.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

Strictly Confidential

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:11-Feb-2021

SAI SUMANTH KANDHAGATLA
C9184096

H No 4 -123, Teachers Colony, Athwelly, Medchal (501401), Hyderabad, Telangana
8639192364

Dear SAI SUMANTH KANDHAGATLA,

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.

Version 6.0 Jan 2021

1

Candidate's Signature

Reference Id: 3a6997bd-f711-42d5-9457-7a4753f7081e_1
Signed By: Mahesh Vasudeo Zurale

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Details of the program and assessment are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the Technology Fundamentals assessment bases on the Pre-Onboard online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboard Learning program content, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt or do not complete your pre-onboard learning, you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment and onboarding with Accenture is subject to your successful completion of the assessment of the program (within stipulated period for Accenture to provide you date of joining), as mentioned above. Should you not clear same this offer shall become redundant and will be revoked.

Post successful completion of the aforementioned assessment and upon joining the Company further training program (s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts to score the same to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

After accepting this Offer, we encourage you visit Countdown to the Company- (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to <http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

80	160117734018	Veditha Lakshmi Yechuri	EEE-1	ugs17018_eee.veditha@cbit.org.in	
81	160117734050	SaiHarsha ReddyPasula	EEE-1	ugs17050_eee.saiharsha@cbit.org.in	7989629450
82	160117734049	D S AISURYA	EEE-1	ugs17049_eee.sai@cbit.org.in	7981328348
83	160117734072	Abhilash Budharapu	EEE-2	ugs17072_eee.abhilash@cbit.org.in	7981519111
84	160117734111	Srinivas Reddy Duggampudi	EEE-2	ugs17111_eee.srinivasa@cbit.org.in	9505044413
85	160117734118	Baratam Yashwanth	EEE-2	ugs17118_eee.yashwanth@cbit.org.in	9908073526
86	160117734105	Sai Rohit Kappala	EEE-2	ugs17105_eee.sai@cbit.org.in	9493352148
87	160117734104	A. Sai Pranay Reddy	EEE-2	ugs17104_eee.sai@cbit.org.in	9491727023
88	160117734099	Tiwari Sagar	EEE-2	Ugs17099_eee.sagar@cbit.org.in	7095879677
89	160117734091	Pasupuleti mohit srinivas ma	EEE-2	ugs17091_eee.mohit@cbit.org.in	7794035852
90	160117734089	Ch.Manoj Kumar	EEE-2	ugs17089_eee.manoj@cbit.org.in	7780443884
91	160117734096	Ramagiri.Poojith	EEE-2	Ugs_17096_eee.poojith@cbit.org.in	9618623776
92	160117734080	V.Indrasena Reddy	EEE-2	ugs17080_eee.indrasena@cbit.org.in	8919560805
93	160117734073	Abhiroop Manikonda	EEE-2	ugs17073_eee.abhiroop@cbit.org.in	8247045735
94	160117734063	T.lavanya	EEE-2	ugs17063_eee.lavanya@cbit.org.in	9701053632
95	160117737056	Surya Survi	IT-1	ugs17056_it.surya@cbit.org.in	9182705791
96	160117737029	Vidyadhari Kandagatla	IT-1	ugs17029_it.vidyadhari@cbit.org.in	9618623776
97	160117737027	Swetha Kondi	IT-1	ugs17027_it.swetha@cbit.org.in	9491425111
98	160117737045	Pavan Thalla	IT-1	ugs17045_it.pavan@cbit.org.in	7036808629
99	160117737020	Shagufta Naaz	IT-1	ugs17020_it.shaik@cbit.org.in	7989116443
100	160117737018	Samvidha Mannem Reddy	IT-1	ugs17018_it.samvidha@cbit.org.in	7386017275
101	160117737024	Sravani Gopasi	IT-1	ugs17024_it.sravani@cbit.org.in	7993138940
102	160117737017	Sai Sushma Reddy	IT-1	ugs17017_it.sai@cbit.org.in	9701505306
103	160117737097	Madhav Jindam	IT-2	ugs17097_it.madhav@cbit.org.in	7386509541
104	160117737109	Sanjay kumar Kalwa	IT-2	ugs17109_it.sanjay@cbit.org.in	8639064873
105	160117737117	Vinay Pannati	IT-2	ugs17117_it@cbit.org.in	8309643209
106	160117737079	Sai Sreeja Chadalavada	IT-2	ugs17079_it.sai@cbit.org.in	9182419035
107	160117737077	Rajini Masuram	IT-2	ugs17077_it.rajini@cbit.org.in	8340902720
108	160117737062	Aditi Rayaprolu	IT-2	ugs17062_it.aditi@cbit.org.in	8639670233
109	160117737068	Blessy Kotrika	IT-2	ugs17068_it.blessy@cbit.org.in	9502207034
110	160117737066	Apoorva Nagavalli	IT-2	ugs17066_it.apoorva@cbit.org.in	9642564325
111	160118862004	Ankitha Samineni	MCA	pgs18004_mca.samineni@cbit.org.in	7674867566
112	160117736002	Ananya Canakapalli	Mech-1	ugs17002_mech.ananya@cbit.org.in	9298257257
113	160117736043	Kandhagatla Sai Sumanth	Mech-1	ugs17043_mech.sai@cbit.org.in	8801983173
114	160117736056	Vamshi krishna Boga	Mech-1	ugs17056_mech.vamshi@cbit.org.in	8639192364
115	160117736091	Nihaal Aekka	Mech-2	ugs17091_mech.nihaal@cbit.org.in	7013976105
116	160117738021	Konkipudi Durga	Production	ugs17021_prod.durga@cbit.org.in	7675074557
117	160117738005	Neelima Manthri	Production	ugs17005_prod.neelima@cbit.org.in	9182359436
118	160117733058	Thota Venkata Sai Teja	CSE-1	ugs17058_cse.venkata@cbit.org.in	8179039837

Final selects - List of LTI offered candidates @ CBIT (2021 batch)

From: Jay Shah <JayH.Shah@Intinfotech.com>

to: "placements@cbit.ac.in" <placements@cbit.ac.in>, mahesh manmari <ugs17154_ece.mahesh@cbit.org.in>, Principal CBIT <principal@cbit.ac.in>, "nlnreddypo@gmail.com" <nlnreddypo@gmail.com>

cc: Nikhil Govekar <Nikhil.Govekar@Intinfotech.com>, Priyanka Allen <Priyanka.Allen@Intinfotech.com>, Niranjana Kale <Niranjana.Kale@Intinfotech.com>

date: Sep 24, 2020, 3:37 PM

subject: Final selects - List of LTI offered candidates @ CBIT (2021 batch)

mailed-by: Intinfotech.com

signed-by: Intinfotech.com

security: Standard encryption (TLS) [Learn more](#)

: Important according to Google magic.

Dear team,
Greetings from LTI !!!

We would like to express our gratitude for your kind support throughout our virtual selection process.

Attached is the list of final selects offered by LTI from Year-2021 batch through the virtual selection process. (Intended to candidates meeting the attached eligibility criteria only)

Total No. of selects: 120

- Level-1: 95 selects
- Level-2: 25 selects

Our Offer of Employment will be released to all final selects shortly.

Roadmap ahead on receiving the Offer letter from our 'CampBuzz Portal':

1. Candidate is requested to Login to our CampBuzz Portal (CampBuzz Portal ID & Password will be shared in the 'Offer of Employment' Email)
2. Candidate should mandatorily register by filling the Candidate Registration form on the portal.
3. Candidates completing their Registration on the CampBuzz portal ONLY will be considered for joining.

Kindly note that the selection of the candidate is made on the basis of him/her meeting the following conditions (repeating these again to avoid any ambiguity):

1. Meeting the eligibility criteria attached with the e-mail

2. Selected candidate must be ready to sign a 2 year service level agreement with us.
3. Selected candidate must be open for relocation (their job location could be any of our development centers across India).
4. Candidate found medically fit (details on this would be shared in the joining e-mail).

We expect close to 100% Joining ratio from students offered by the Company. This is very crucial in order to continue this rapport with your Institute.

likewise, in our endeavour to excel through continuous improvement, request your valuable feedback on the overall 'Virtual selection process' experience on the below link
[TPO Feedback form - Virtual Selection Process \(2021 batch\)](#)

We also urge you to encourage the selected students to keep on adding to their technical & communication skills before they join LTI.

Looking forward to a long and fruitful association with your Institute!

Thanks & Regards,

Jay Shah
 Campus Recruitment Team

Sr. No.	CandidateName	Email ID	Phone No.	Roll No.	Branch	Clearance Level	Roll No.
1	Poduri Swaraj Necharika	ugs17035_biotech.swaraj@cbit.org.in	9014348987	160117805035	Bio-Tech	Level 1	160117805035
2	Akshitha Gummadi	ugs17002_biotech.akshitha@cbit.org.in	8179515430	160117805002	Bio-Tech	Level 1	160117805002
3	Abhishek Changde	ugs17020_chem.abhishek@cbit.org.in	7032314173	160117802020	Chemical	Level 1	160117802020
4	Kommi Karthik Choudary	ugs17026_civil.karthik@cbit.org.in	7207106818	160117732026	Civil-1	Level 1	160117732026
5	Prathyusha Badri	ugs17010_civil.prathyusha@cbit.org.in	8309458354	160117732010	Civil-1	Level 1	160117732010
6	A.rakesh	ugs17099_civil.rakesh@cbit.org.in	7337231648	160117732099	Civil-2	Level 1	160117732099
7	Mohammed Zubair Ahmed	ugs17033_cse.mohammed@cbit.org.in	7093621962	160117733033	CSE-1	Level 1	160117733033
8	Abhiram Reddy	ugs17024_cse.abhiram@cbit.org.in	9000345841	160117733024	CSE-1	Level 1	160117733024
9	Abhay Singh Baloria	ugs17061_cse.abhay@cbit.org.in	7051060988	160117733061	CSE-1	Level 1	160117733061
10	Challa Abishek	ugs17025_cse.abishek@cbit.org.in	9182752661	160117733025	CSE-1	Level 1	160117733025
11	Srinath Brahmeshwarkar	ugs17053_cse.srinath@cbit.org.in	9441153143	160117733053	CSE-1	Level 1	160117733053
12	Sana Simran Khazielakha	ugs17007_cse.khazielakha@cbit.org.in	8686078086	160117733007	CSE-1	Level 1	160117733007
13	Bolisetty Bhargav Sai	ugs17301_cse.bolisetty@cbit.org.in	8008608072	160117733301	CSE-1	Level 1	160117733301
14	Saad Ahmed	ugs17041_cse.saad@cbit.org.in	9701571945	160117733041	CSE-1	Level 1	160117733041
15	Shaik Abdul Muqtadeer	ugs17047_cse.shaik@cbit.org.in	7989722903	160117733047	CSE-1	Level 1	160117733047
16	Akshitha	ugs17001_cse.akshitha@cbit.org.in	9494605050	160117733001	CSE-1	Level 1	160117733001
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Subject: Offer of Employment

Dear Sripadi Srivastav:

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



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18	160117732064	Neena Reddy	Civil-2	neena.nandikonda@gmail.com	8309873636
19	160117732103	Sai Naveen Balla	Civil-2	bsnaveenaecs2@gmail.com	7989926641
20	160117732316	Shirisha Singari	Civil-2	shirisha.singari@gmail.com	9948361445
21	160117733001	Akshitha Nanavala	CSE-1	akshitha.n.123@gmail.com	9494605050
22	160117733025	Challa Abishek	CSE-1	abhishekchalla619@gmail.com	9182752661
23	160117733028	Gopikumar Makwana	CSE-1	makwanagopikumar@gmail.com	8187098877
24	160117733010	Lakshmi Anuhya Gunnam	CSE-1	anuhya1916@gmail.com	9701166808
25	160117733033	Mohammed Zubair Ahmed	CSE-1	zewbare@gmail.com	7093621962
26	160117733012	Nikitha Bogala	CSE-1	nikkireddy129@gmail.com	8897121047
27	160117733041	Saad Ahmed	CSE-1	saadahmed05999@gmail.com	9701571945
28	160117733056	Singapanga Teja vamshi	CSE-1	vamshitej49@gmail.com	7093145297
29	160117733051	Sridhar Kandi	CSE-1	kandisridhar123@gmail.com	9963774495
30	160117733057	Varun Sundaram	CSE-1	vaasha99@gmail.com	9550815865
31	160117733114	Pokala Vaibhaw	CSE-2	vaibhawvarma123@gmail.com	6301774665

72

77	160117735066	Madasu Kavya	ECE-2	kavyamadasu98@gmail.com	8309930909
78	160117735069	Mamatha Erugadinla	ECE-2	mamathaerugadinla999@gmail.com	8919450206
79	160117735315	Nagilla Praneeth Reddy	ECE-2	nagillapraneeth888@gmail.com	7036980340
80	160117735090	Nandigama Charanjit	ECE-2	charanjitnandigama@gmail.com	9885437154
81	160117735100	Nikhil Kanukuntla	ECE-2	nikhilvardhan89@gmail.com	9393622880
82	160117735074	Nikitha Kotharamula	ECE-2	nikitha.rdy213@gmail.com	8790025021
83	160117735117	Pochampally Vinay Reddy	ECE-2	vinayreddy3679@gmail.com	7981749837
84	160117735111	Rajput Tejeshwar Singh	ECE-2	tejeshrajput99@gmail.com	7780453424
85	160117735104	Rakshith Devunuri	ECE-2	rakshithdevunuri@gmail.com	9100819264
86	160117735105	Rupesh Chandra Sayam	ECE-2	sayamrupu@gmail.com	7993823019
87	160117735107	Saketh Reddy Dodda	ECE-2	doddasakethreddy23@gmail.com	9182668613
88	160117735081	Sangapu Sowmyasri Sowmya	ECE-2	sangapusowmyasri@gmail.com	9676608304
89	160117735313	Sumanth Banswada	ECE-2	banswadасumanthreddy3031@gmail.com	9133569493
90	160117735148	Bhagath Singh Khare	ECE-3	khare.bhagathsingh420@gmail.com	8639238056
91	160117735149	Bob Bathula	ECE-3	bob.abishai@gmail.com	9618783361
92	160117735150	Joseph Murray	ECE-3	mikejoe14918@gmail.com	9492922808
93	160117735130	Naga Sai Harshita Kaza	ECE-3	nagasaiharshita.kaza@gmail.com	6300221202
94	160117735329	Nakka Sai Siddartha	ECE-3	nakkasaisiddartha@gmail.com	8499083151
95	160117735131	Nikhila Manupuri	ECE-3	manupurikhila70081@gmail.com	7013061080
96	160117735159	Nithish Chilukuri	ECE-3	nithish.chilukuri@gmail.com	7396653782
97	160117735160	Pranav K	ECE-3	pranavkarangula@gmail.com	9573421392
98	160117735135	Pravalika Chitloju	ECE-3	pravalikach22@gmail.com	7674969086
99	160117735173	Shiva Kumar Reddy Nareddy	ECE-3	shivareddy2824@gmail.com	7989312529
100	160117735138	Shravani Jalli	ECE-3	shravanijalli@gmail.com	8985480544
101	160117735175	Srinivasa Bharadwaj Chakila	ECE-3	ch.bharadwaj183@gmail.com	8247018234
102	160117735141	Srisai Merugu	ECE-3	srisai.m2000@gmail.com	8978611199
103	160117735145	Vinoothna Sree Nayakanti	ECE-3	vinoothna0110@gmail.com	9603132650
104	160117734012	A Saikerthi A Saikerthi	EEE-1	saikerthi038@gmail.com	9515941279
105	160117734013	C Shaheen	EEE-1	shaheen9491156126@gmail.com	9110355991
106	160117734049	D Sai Surya	EEE-1	saistod@gmail.com	7981519111
107	160117734020	Gangula Akhil Reddy	EEE-1	akhilreddygangula99@gmail.com	9866876750
108	160117734028	Hrishikes Sai Duttaluri	EEE-1	saihrishikesh08@gmail.com	6303106718
109	160117734034	Manoj Kudikala	EEE-1	manoj.kudikala13@gmail.com	8523878668
110	160117734007	Mudavath Priyanka	EEE-1	ugsl7007_eee.priyanka@cbit.org.in	7732045543
111	160117734041	Pavan Pulimamidi	EEE-1	pavannani1026@gmail.com	7780733448
112	160117734032	Pendem Netha	EEE-1	netha833@gmail.com	9441908169
113	160117734052	Srikanth Pilli	EEE-1	srikanthpilli780@gmail.com	7287876826
114	160117734055	Srivibhavan Labhishetty	EEE-1	srivibhavan1990@gmail.com	7306820309
115	160117734018	Veditha Lakshmi	EEE-1	veditha12345@gmail.com	7989629450
116	160117734026	Voladri Gopi Krishna Reddy	EEE-1	gopikrishna.voladri@gmail.com	7330778564
117	160117734117	A S N Yashwanth	EEE-2	yashwanthyashu21@gmail.com	7989657538
118	160117734074	Akshith Nagelly	EEE-2	akshithnagelly14@gmail.com	9182977269
119	160117734084	Choppakatla Koushik	EEE-2	choppakatlakoushik001@gmail.com	8247793418
120	160117734077	Dheeraj Arumulla	EEE-2	dherajarumulla9003@gmail.com	7989924024
121	160117734062	Jahnavi Guduri	EEE-2	jahnavi.guduri@gmail.com	9398401445

122	160117734322	Kandukuri Sai Sheetal	EEE-2	saisheetalkandukuri@gmail.com	8143377430
123	160117734075	M Arun Kumar	EEE-2	kmarnun297@gmail.com	9398574734
124	160117734083	Nanavath Kishan	EEE-2	kishansrinivas123@gmail.com	6304775127
125	160117734115	Nuligonda Vashist	EEE-2	vashistnuligonda@gmail.com	9398380589
126	160117734091	Pasupuleti Mohit Srinivas Ma	EEE-2	mahaveer.dimpu128@gmail.com	7780443884
127	160117734066	Priyanka Tuppathi	EEE-2	priyankatuppathi2920@gmail.com	7013883263
128	160117734096	Ramagiri Poojith	EEE-2	ramagiri.poojith1234@gmail.com	8919560805
129	160117734100	Sai Deekshith Rayaprolu	EEE-2	saideekshith6@gmail.com	9515705732
130	160117734102	Sai Krishna Voggu	EEE-2	vsaikrishna1998@gmail.com	8978835142
131	160117734106	Saiteja Narahari	EEE-2	sai.narahari25@gmail.com	9182546567
132	160117734113	Suryateja Reddy Chitti	EEE-2	suryatejareddy267@outlook.com	7095308899
133	160117734114	Vardhan Bandari Swamy De	EEE-2	vardhanbsd@gmail.com	8639585962
134	160117737033	Aravind Kumar Bodige	IT-1	aravindkumarbodige504@gmail.com	9505685973
135	160117737003	Deepshika Maroju	IT-1	d4deepshika@gmail.com	8712886896
136	160117737039	Kranthi Jella	IT-1	kranthij307@gmail.com	7013701139
137	160117737040	Madan Vijay Karnati	IT-1	madanvijayk@gmail.com	8885651191
138	160117737010	Maddipatla Mukta	IT-1	maddipatlamukta5@gmail.com	8309509802
139	160117737310	Mani Chandana.D	IT-1	dandumanechanndhanha@gmail.com	9642715361
140	160117737026	Mylavarapu Sruthakeerthi	IT-1	mskeerthi5226@gmail.com	7095545644
141	160117737012	Prasanna Kumari Surapured	IT-1	surapureddy2010@gmail.com	9347574839
142	160117737020	Shagufta Naaz	IT-1	shagufta25022000@gmail.com	7386017275
143	160117737029	Vidyadhari Kandagatla	IT-1	vidyakandagatla.18@gmail.com	9491425111
144	160117737101	Gopathi Prashanth	IT-2	prashanthgopathi621@gmail.com	9182469567
145	160117737093	Goutham Chiranj	IT-2	chiranjigoutham@gmail.com	8801753369
146	160117737109	Kalwa Sanjay Kumar	IT-2	kalwasanjaykumar300@gmail.com	8309643209
147	160117737097	Madhav Jindam	IT-2	jindammadhav15@gmail.com	8639064873
148	160117737077	Masuram Rajini	IT-2	rajinimasuram239@gmail.com	8639670233
149	160117737065	Pulapalli Andal Srivaishnavi	IT-2	pulapallivaishnavi20490@gmail.com	7013291429
150	160117737073	Ravipati Nissi Mouktika	IT-2	nissimouktika2@gmail.com	7013576663
151	160117737105	Sai Charan Kopparapu	IT-2	saicharan3199@gmail.com	8309262888
152	160117737110	Sathvik Surabhi	IT-2	sathvikraosurabhi@gmail.com	8309378759
153	160117737089	Sirra Akhilanand	IT-2	akhilanand9999@gmail.com	9640414131
154	160117736018	Bala Narasimha Banala	Mech-1	banalabalu04@gmail.com	9440088218
155	160117736002	C Ananya	Mech-1	canakapalliananya@gmail.com	8801983173
156	160117736006	Mahitha Duddu	Mech-1	mahithaduddu@gmail.com	9490337406
157	160117736309	Sneha Chintala	Mech-1	snehachintala2000@gmail.com	9515021356
158	160117736056	Vamshi Krishna Boga	Mech-1	vamshikrishnabhoga@gmail.com	7013976105
159	160117736075	Akhil Vaitla	Mech-2	akhilvaitla29899@gmail.com	8074157845
160	160117736066	Poori Saadhana Chandra	Mech-2	saadhanapoori11@gmail.com	9553393311
161	160117736112	Rayasam Venkata Naga Aka	Mech-2	akashrayasam1729@gmail.com	9494304776
162	160117736101	Sai Bhuvan Rathnam	Mech-2	bhuvan714715@gmail.com	9182543603
163	160117736069	Shreya Munnuri	Mech-2	shreya.m5899@gmail.com	7093838721
164	160117736115	Venkata Vinai Dendukuri	Mech-2	venkatavinai99@gmail.com	9100988863
165	160117738035	Rathan Kumar Gemanjyothi	Prod	rathangemanjyothi@gmail.com	8500802512
166	160119766005	Saini Varshini	PSPE	varshiniraosaini@gmail.com	7013523695

32-16017734057-Vijay Chandra
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Telangana - 500032

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08/19/2021

Mr. Atheli Vijay Chandra
H No 5-1-53/1, Sanjeeva Nagar
Sangareddy Mandal,
Sangareddy - 502001

Subject: Offer of Employment

Dear Atheli Vijay 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

C.B.I.T

EMAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

Total Offers-Medha Servo Drives Pvt Ltd!

1 message

Jyothi Mamidanna (HR) <jyothim@medha.com>

Wed, Jul 14, 2021 at 3:55 PM

To: Placements HEAD <placements@cbit.ac.in>

Cc: Appala Raju P <appalarajup@medha.com>, "Vamsikrishna Madugula (HR)" <vamsikrishnam@medha.com>

Dear Sir,

Greetings from Medha Servo Drives Pvt Ltd!

Hope you are doing great. We are happy to share that below are the total offers to students of your Institution.

Please help us understand the availability of these students so as to plan for their on-boarding process which is tentatively scheduled in the 1st week of Aug.

Wishing to continue this partnership experience even for the coming years.

S.No	NAME	COLLEGE	EMAIL ID	Mobile No	BRANCH
1	VINOD PONUGOTI	CBIT	ugs17058_eee.vinod@cbit.org.in	7981511713	EEE
2	HRISHIKES SAI DUTTALURI	CBIT	saihrishikesh08@gmail.com	6303106718	ECE
3	ALLAMPALLY ASHISH	CBIT	ugs17027_ece.ashish@cbit.org.in	9182246989	ECE
4	PRAVALIKA CHITLOJU	CBIT	pravalikach22@gmail.com	7674969086	ECE

Regards,

Jyothi.M|Executive-HR

T:040-67237218|M:7799912137

Medha Servo Drives Pvt. Ltd.

Email: jyothim@medha.com

web:www.medha.com

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"Please consider the environment before printing this message."

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Innominds

1	160117737313	Shivani Hamilpur	IT-2	ugs17313_it.hamilpur@cbit.org.in	9908587610
2	160117733105	G Preetham Reddy	CSE-2	ugs17105_cse.preetham@cbit.org.in	9849614763
3	160117733329	Vallapu Sai Keerthana	CSE-3	ugs17329_cse.v.cbit.org.in	6304929807



MBA

1	160119672043	Gireddy J P Rakshan	MBA	pgs19043_mba.rakshan@cbit.org.in	9542531588
2	160119672028	M Arun Chowhan	MBA	pgs19028_mba.arun@cbit.org.in	8341666470



1	160117734058	Vinod Ponugoti	EEE-1	ugs17058_eee.vinod@cbit.org.in	7981511713
2	160117735135	Pravalika Chitloju	ECE-3	pravalikach22@gmail.com	7674969086
3	160117735027	Allampally Ashish	ECE-1	ashishallampally@gmail.com	9182246989
4	160117734028	Hrishikes Duttaluri	EEE-1	ugs17028_eee.hrishikes@cbit.org.in	6303106718



1	160119672038	Avvaldar puneet kumar	MBA	pgs19038_mba.puneet@cbit.org.in	8074464511
2	160119672039	Mohammed Rafiuddin Ansari	MBA	pgs19039_mba.rafiuddin@cbit.org.in	8801145484
3	160119672063	Anuhya Rao Nagineni	MBA	pgs19063_mba.anuhya@cbit.org.in	9398172179
4	160119672081	Taraka Swathi	MBA	pgs19081_mba.swathi@cbit.org.in	7569712690

HCL || Final Selection Confirmation

1 message

Ketan Arora <KetanA@hcl.com>

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Thu, May 27, 2021 at 12:03 PM

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Preeti Sharma <preeti.sh@hcl.com>, Madhumita Murali <madhumita.m@hcl.com>

Dear Dr N.L.N Reddy,

Greetings!! Hope you are doing well.

Thank you for your wonderful support in arranging the campus drive.

Below Students also have been selected for the opportunity with HCL, Please communicate to respective student on their selection with HCL.

Candidate name	Email Id	PG Specialization	UG/PG	Drive College	Course
Samyuktha Mantri	pgs19016_cse.mantri@cbit.org.in	CSE	PG	CBIT	M.E/M. Tech
Anitha Ramatenki	pgs19012_cse.ramatenki@cbit.org.in	CSE	PG	CBIT	M.E/M. Tech

Important Points:

1. CTC offered : **INR 6 LPA**
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable), incase leave HCL before completing 24 Months then liable to pay an amount of 1.25 lakhs INR to organization.
5. Probation Period will be of 12 Months.

Please Note: Their Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

1. **Minimum 70% throughout in academics(10th, 12th/Diploma, Graduation & Post Graduation) & no Backlogs.**
2. **M.E/M. Tech Graduation passing Year 2021 & Specialization in CSE/IT/Circuit Branches only.**

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks,

Ketan Arora

HCL Technologies Ltd.

www.hcltech.com

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HCL

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	160117735106	Sai Tharun Bairi	Ugs17106_ece.saitharun@cbit.org.in	ECE-2	9121658891
	160117735066	Kavya Madasu	ugs17066_ece.kavya@cbit.org.in	ECE-2	8309930909
	160117735314	Akhilesh Thammishetty	ugs17314_ece.thammishetty@cbit.org.in	ECE-2	8374839839
	160117735162	Rahul Gundala	ugs17162_ece.rahul@cbit.org.in	ECE-3	9182563086
21	160117735328	Govindolla Bhavani	ugs17328_ece.govindolla@cbit.org.in	ECE-3	8367349804
22	160117735151	Kailas Salavath	ugs17151_ece.kailas@cbit.org.in	ECE-3	8143503387
23	160117734059	P. Vishwanath Anand Reddy	ugs17059_eee.vishwanath@cbit.org.in	EEE-1	9398593656
24	160117734302	KARRA NIKHIL REDDY	ugs17302_eee.karra@cbit.org.in	EEE-1	9010098316
25	160117734046	Sai Charan Munjala	ugs17046_eee.sai@cbit.org.in	EEE-1	9502470036
26	160117734017	Swetha Lenkala	ugs17017_eee.swetha@cbit.org.in	EEE-1	8374638090
27	160117734040	NIKHIL REDDY VAKITI	ugs17040_eee.nikhil@cbit.org.in	EEE-1	8099096229
28	160117734081	M Kaiyan Sai Vinay	ugs17081_eee.kaiyan@cbit.org.in	EEE-2	8639357814
29	160117734120	Rayankula Yeshwanth	Ugs17120_eee.yeshwanth@cbit.org.in	EEE-2	7730020314
30	160117734078	Harshith Molugu	ugs17078_eee.harshith@cbit.org.in	EEE-2	9398324852
31	160117737019	Sanjana Malthumkar	Ugs17019_it.sanjana@cbit.org.in	IT-1	7995670249
32	160117737030	M.Yogitha Nandini	ugs17030_it.yogitha@cbit.org.in	IT-1	8919369434
33	160117737033	Bodige Aravind Kumar	ugs17033_it.aravind@cbit.org.in	IT-1	9505685973
34	160117737081	Sindhu Sreeram	ugs17081_it.sindhu@cbit.org.in	IT-2	9182291591
35	160117737116	Vikas goli	ugs171116_it.vikas@cbit.org.in	IT-2	8465977640
36	160117737063	Alankrutha Reddy Barlapally	ugs17063_it.alankrutha@cbit.org.in	IT-2	9182968225
37	160117737101	Prashanth Gopathi	ugs17101_it.prashanth@cbit.org.in	IT-2	9182469567
38	160117737109	Kalwa Sanjay Kumar	ugs17109_it.sanjay@cbit.org.in	IT-2	8309643209
39	160117737313	Hamilpur shivani	ugs17313_it.hamilpur@cbit.org.in	IT-2	9908587610

Important Points:

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2021 & Specialization in CSE/IT/Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Madhumita Murali
HCL

Deloitte.

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www.deloitte.com

05/07/2021

Mr. K Surya
35-72/8/1, Pt-136, Ground Floor
Brundavan Colony, G K Colony, Neredmet,
Hyderabad - 500094

Subject: Offer of Employment

Dear K Surya:

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 **Consultant I - Tax** based in **Hyderabad**. As you are aware, the business operations of **Deloitte Tax Services India Private Limited** ("Employer") are closely aligned with the professional services provided by **Deloitte Tax Services LLP**. In accordance with the level mapping with U.S., your position as is closely aligned with the position of **Tax Analyst** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. 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 **November 15, 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.5,50,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000/-** subject to your reporting for full-time employment on **November 15, 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.

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Annexure A

Mr. K Surya

Consultant I - Tax

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	16,050	1,92,600
House Rent Allowance (HRA)	8,025	96,300
Special Allowance ^{1a & 1b}	10,681	1,28,172
Leave Travel Allowance ²	1,605	19,260
Meal Card ³	2,200	26,400
Differential Allowance(L)	5,347	64,164
Employer's contribution to PF	1,926	23,112
Total Salary (in Rs.)	45,834	5,50,008
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/-....

42	160117734054	Srivastav Sripadi	EEE-1	ugs17054_eee.srivastav@cbit.org.in	8309184234
43	160117734057	Atheli Vijay Chandra	EEE-1	ugs17057_eee.vijay@cbit.org.in	8309129684
44	160117734060	Yoganand Sagar Suguru	EEE-1	ugs17060_eee.yoganand@cbit.org.in	8328614055
45	160117734088	Maniver Reddy Tummala	EEE-2	Ugs17088_eee.maniver@cbit.org.in	9440771684
46	160117737013	Prerana Rajole	IT-1	ugs17013_it.prerana@cbit.org.in	9030316850
47	160117737023	Spoorthy Reddy Chappidi	IT-1	ugs17023_it.spoorthy@cbit.org.in	9866757439
48	160117737038	Hemanth Reddy Kakarla	IT-1	ugs17038_it.hemanth@cbit.org.in	9542824868
49	160117737099	Nitin Reddy Vatt	IT-2	ugs17099_it.nitin@cbit.org.in	7893498346
50	160117737072	Nikhita Reddy	IT-2	ugs17072_it.nikhita@cbit.org.in	8860892345
51	160117737080	Shivan Datha B	IT-2	usgl7080_it.shivani@cbit.org.in	8500174205
52	160117737091	Dharani Kumar Reddy Gowr	IT-2	ugs17091_it.dharani@cbit.org.in	7997761847

Deloitte Tax

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54	160117733070	Prakashitha Jaladanki	CSE-2	ugs17070_cse.prakashitha@cbit.org.in	9502385800
55	160117733087	Anudeep Kandula	CSE-2	ugs17087_cse.anudeep@cbit.org.in	9951098734
56	160117733118	Vidyadhar Pogul	CSE-2	ugs17118_cse.vidyadhar@cbit.org.in	9542587468
57	160117733111	Sharath Chandra	CSE-2	ugs17111_cse.sharath@cbit.org.in	9700605174
58	160117733178	Sujan Chithaluri	CSE-3	ugs17178_cse.sujan@cbit.org.in	7780511491
59	160117733129	Jyotika Koneru	CSE-3	ugs17129_cse.jyotika@cbit.org.in	9849055577
60	160117737021	shivajyothi chidura	IT-1	ugs17021_it.shivajyothi@cbit.org.in	8639937654
61	160117737004	Divisha Sri Sanjana Madupa	IT-1	ugs17004_it.divisha@cbit.org.in	9618482200
62	160117737044	Pawar Pavan	IT-1	ugs17044_it.pavan@cbit.org.in	8179124776
63	160117737067	Apurva Karne	IT-2	ugs17067_it.apurva@cbit.org.in	7981208031
64	160117737115	Venkata Srinivas Kompally	IT-2	ugs17115_it.venkata@cbit.org.in	9666692492
65	160117737069	Meghana Reddy Yeddula	IT-2	ugs17069_it.meghana@cbit.org.in	9000049555

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67	160117735101	Prajay Reddy Minuka	ECE-2	ugs17101_eee.prajay@cbit.org.in	9177983699
68	160117735125	Divya Sree P V	ECE-3	ugs17125_eee.divya@cbit.org.in	9701220597

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Registered Office: B-88, Sector 66, Noida Phase, New Delhi-110019, India.
www.hcltech.com
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OFFER & APPOINTMENT LETTER

Offer Release Date: October 14, 2021

**Dear KARRA NIKHIL REDDY,
16-4-490
Shivanagar, Warangal,
Telangana, India, 506002**

Dear **KARRA NIKHIL REDDY**, 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 **October 14, 2021** at 9:00 A.M at the following address **BengaluruSEZ-T4-U2-1,2,3-ex4,7-ex2,8-4-6**. 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.



22-Mar-2021

Dear Jahnvi Guduri,
B.Tech/B.E., Electrical and Electronics Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15088161

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.



Strictly Private and Confidential

Date:24-Mar-2021

**Lavanya Telapudi
C9324540**

**H.No:1-13,ponnekal(v),khammam(m),khammam
9182705791**

Dear **Lavanya Telapudi,**

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

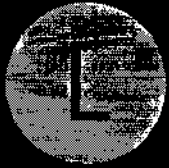
Job Family Group - Software Engineering



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.

(Mounika)



Lavanya V (Multiplier AI... Jul 31

to me, recruitment, placemen... ▾



Dear Mounika,

● Greetings from Multiplier AI Solutions!!!

● Congratulations! your profile got selected for the role of **Digital Marketing & Presales Executive** in the final interview. Please initiate the joining formalities ASAP. If you have any queries or concerns regarding your offer and the HR policies please feel free to reach us at recruitment@multipliersolutions.co.

Also please give a confirmation if you are interested to take up this offer.

It is requested that you begin your joining formalities with a simple bank account opening at HDFC Bank through an online process so as to avoid any delay or confusion in your joining and onboarding process. Make

Candidate ID: 4869971 /935872,

Date of Joining: 09/07/2021,

Joining Location: Hyderabad,

Designation: Analyst,

Dear Neha Saraswathi A,

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 Hyderabad office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. IT Park 1,115 / 32&35, Nanakram Guda,
Gachibowli, Hyderabad - 500 032



22-Mar-2021

Dear Priyanka Tuppathi,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15088165

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

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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 focus 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.



Strictly Private and Confidential

Date:20-Sep-2021

Ravali Lankalapalli
C10135086

7-1/AE/102, Aditya Sugandhi Residency, HUDA Colony , Nallagandla Village Hyderabad
8106287326

Dear Ravali Lankalapalli,

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

1	160117733003	Amrutha Tiruveedhula	CSE-1	ugs17003_csc.amrutha@cbit.org.in	9100796259
2	160117733016	Sai Vinitha Yeggadi	CSE-1	ugs17016_cse.sai@cbit.org.in	7981202464
3	160117733005	charitha polavarapu	CSE-1	ugs17005_cse.charitha@cbit.org.in	8978185391
4	160117733030	Hruda Tej Akkaladevi	CSE-1	ugs17030_cse.hruday@cbit.org.in	9398667096
5	160117733048	Shreeyesh Reddy Subbagari	CSE-1	ugs17048_cse.shreeyesh@cbit.org.in	9000980804
6	160117733062	Apoorva Pattamatta	CSE-2	ugs17062_cse.apoorva@cbit.org.in	7702728889
7	160117733074	samhitha kamma chavala	CSE-2	ugs17074_cse.samhitha@cbit.org.in	9866611974
8	160117733076	Sowmya Bommu	CSE-2	ugs17076_cse.sowmya@cbit.org.in	9908644066
9	160117733081	Rishika Redna	CSE-2	ugs17081_cse.stheertha@cbit.org.in	9959771333
10	160117733109	Saif Ali Athyaab	CSE-2	ugs17109_cse.saif@cbit.org.in	8008089360
11	160117733120	Vishal Chandra Jongoni	CSE-2	ugs17120_cse.vishal@cbit.org.in	9059005162
12	160117733121	Vishal Vaka Reddy	CSE-2	ugs17121_cse.vishal@cbit.org.in	9398839619
13	160117733131	Kranthi Rekha Chinthapally	CSE-3	ugs17131_cse.kranthi@cbit.org.in	8688284559
14	160117733138	Shwetha Yaramada	CSE-3	ugs17138_cse.shwetha@cbit.org.in	9182804039
15	160117733149	Charithesh Puppireddy	CSE-3	ugs17149_cse.charithesh@cbit.org.in	8247237868
16	160117733172	Shiva Kumar Jada	CSE-3	ugs17172_cse.shiva@cbit.org.in	8317556159
17	160117733174	Sreedeeep Rayavarapu	CSE-3	ugs17174_cse.sreedeeep@cbit.org.in	8500585975
18	160117733181	Vishnu Gadam	CSE-3	ugs17181_cse.vishnu@cbit.org.in	9589737526
19	160117735022	vyshnavi cheedepudi	ECE-1	ugs17022_ece.vyshnavi@cbit.org.in	9948179629
20	160117735002	Anjali Kancharlapally	ECE-1	ugs17002_ece.anjali@cbit.org.in	7995847344
21	160117735011	Nikhitha T	ECE-1	ugs17011_ece.nikhitha@cbit.org.in	9494075599
22	160117735014	priyanka kilaru	ECE-1	ugs17014_ece.priyanka@cbit.org.in	9849553389
23	160117735015	Saathvi Avula	ECE-1	ugs17015_ece.saathvi@cbit.org.in	9121006163
24	160117735025	ABHISHEK BEGARI	ECE-1	ugs17025_ece.abhishek@cbit.org.in	7032167803
25	160117735030	Chanikya Mamindlapall	ECE-1	ugs17030_ece.chanikya@cbit.org.in	9666321361
26	160117735041	Sai Teja Machabathuni	ECE-1	ugs17041_ece.sai@cbit.org.in	8977580089
27	160117735056	Krishna Sathvik Rallabandi	ECE-1	ugs17056_ece.venkata@cbit.org.in	9573357674
28	160117735068	Tirvaji Malika Rani	ECE-2	ugs17068_ece.malika@cbit.org.in	7995243679
29	160117735071	Navya Chalamalasetty	ECE-2	ugs17071_ece.navya@cbit.org.in	6301903740
30	160117735080	Shreya Reddy	ECE-2	ugs17080_ece.shreya@cbit.org.in	8500246688
31	160117735094	Krishna Chaitanya Goparaju	ECE-2	ugs17094_ece.krishna@cbit.org.in	8978394024
32	160117735120	Vishwa Vijetha Gujjula	ECE-2	ugs17120_ece.vishwa@cbit.org.in	9182359877
33	160117735158	Nitesh Aloney	ECE-3	ugs17158_ece.nitesh@cbit.org.in	9581680547
34	160117735134	Pragathi Gudaru	ECE-3	ugs17134_ece.pragathi@cbit.org.in	9550781099
35	160117735137	Shivani Sama	ECE-3	ugs17137_ece.shivani@cbit.org.in	7901000538
36	160117735163	Rohit Prasad Varanasi	ECE-3	ugs17163_ece.rohit@cbit.org.in	7674079992
37	160117735167	sai kiran kondoju	ECE-3	ugs17167_ece.sai@cbit.org.in	9618160470
38	160117735168	Sai Panindra Santosh Kumar	ECE-3	ugs17168_ece.sai@cbit.org.in	8143870690
39	160117735180	Venkata Sai Laxman Goripala	ECE-3	ugs17180_ece.venkata@cbit.org.in	9949863678
40	160117734095	Pavan Kumar Dharmoju	EEE-2	ugs17095_ece.pavan@cbit.org.in	7330802603
41	160117734001	Akshita Balidi	EEE-1	ugs17001_eee.akshita@cbit.org.in	9121329551

42	160117734054	Srivastav Sripadi	EEE-1	ugs17054_eee.srivastav@cbit.org.in	8309184234
43	160117734057	Atheli Vijay Chandra	EEE-1	ugs17057_eee.vijay@cbit.org.in	8309129684
44	160117734060	Yoganand Sagar Suguru	EEE-1	ugs17060_eee.yoganand@cbit.org.in	8328614055
45	160117734088	Maniver Reddy Tummala	EEE-2	Ugs17088_eee.maniver@cbit.org.in	9440771684
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49	160117737099	Nitin Reddy Vatt	IT-2	ugs17099_it.nitin@cbit.org.in	7893498346
50	160117737072	Nikhita Reddy	IT-2	ugs17072_it.nikhita@cbit.org.in	8860892345
51	160117737080	Shivan Datha B	IT-2	usg17080_it.shivani@cbit.org.in	8500174205
52	160117737091	Dharani Kumar Reddy Gowr	IT-2	ugs17091_it.dharani@cbit.org.in	7997761847

Deloitte Tax

53	160117733084	Abhilash Devinuri	CSE-2	ugs17084_cse.abhilash@cbit.org.in	9360757965
54	160117733070	Prakashitha Jaladanki	CSE-2	ugs17070_cse.prakashitha@cbit.org.in	9502385800
55	160117733087	Anudeep Kandula	CSE-2	ugs17087_cse.anudeep@cbit.org.in	9951098734
56	160117733118	Vidyadhar Pogul	CSE-2	ugs17118_cse.vidyadhar@cbit.org.in	9542587468
57	160117733111	Sharath Chandra	CSE-2	ugs17111_cse.sharath@cbit.org.in	9700605174
58	160117733178	Sujan Chithaluri	CSE-3	ugs17178_cse.sujan@cbit.org.in	7780511491
59	160117733129	Jyotika Koneru	CSE-3	ugs17129_cse.jyotika@cbit.org.in	9849055577
60	160117737021	shivajyothe chidura	IT-1	ugs17021_it.shivajyothe@cbit.org.in	8639937654
61	160117737004	Divisha Sri Sanjana Madupa	IT-1	ugs17004_it.divisha@cbit.org.in	9618482200
62	160117737044	Pawar Pavan	IT-1	ugs17044_it.pavan@cbit.org.in	8179124776
63	160117737067	Apurva Karne	IT-2	ugs17067_it.apurva@cbit.org.in	7981208031
64	160117737115	Venkata Srinivas Kompally	IT-2	ugs17115_it.venkata@cbit.org.in	9666692492
65	160117737069	Meghana Reddy Yeddula	IT-2	ugs17069_it.meghana@cbit.org.in	9000049555

Deloitte Audit

66	160117734070	Gilakathula Shrinijja	EEe-2	ugs17070_eee.shrinijja@cbit.org.in	9618413520
67	160117735101	Prajay Reddy Minuka	ECE-2	ugs17101_ece.prajay@cbit.org.in	9177983699
68	160117735125	Divya Sree P V	ECE-3	ugs17125_ece.divya@cbit.org.in	9701220597



Strictly Private and Confidential

Date:17-Feb-2021

Abhiroop Manikonda
C9200176

2-2-1109/bk/mig-111,bahkammakunta,bagh amberpet
9701053632

Dear Abhiroop Manikonda,

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.

Version 6.0 Jan 2021

1

Abhiroop

Candidate's Signature

Reference Id: 17c7a34a-40c9-4511-922b-48530fc78ec3_1
Signed By: Mahesh Vasudeo Zurale

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:11-Feb-2021

SAI SUMANTH KANDHAGATLA
C9184096

H No 4 -123, Teachers Colony, Athwelly, Medchal (501401), Hyderabad, Telangana
8639192364

Dear SAI SUMANTH KANDHAGATLA,

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.

Version 6.0 Jan 2021

1

Candidate's Signature

Reference Id: 3a6997bd-f711-42d5-9457-7a4753f7081e_1
Signed By: Mahesh Vasudeo Zurale

406

Details of the program and assessment are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the Technology Fundamentals assessment bases on the Pre-Onboard online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboard Learning program content, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt or do not complete your pre-onboard learning, you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment and onboarding with Accenture is subject to your successful completion of the assessment of the program (within stipulated period for Accenture to provide you date of joining), as mentioned above. Should you not clear same this offer shall become redundant and will be revoked.

Post successful completion of the aforementioned assessment and upon joining the Company further training program (s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts to score the same to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

After accepting this Offer, we encourage you visit Countdown to the Company- (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to <http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

80	160117734018	Veditha Lakshmi Yechuri	EEE-1	ugs17018_eee.veditha@cbit.org.in	
81	160117734050	SaiHarsha ReddyPasula	EEE-1	ugs17050_eee.saiharsha@cbit.org.in	7989629450
82	160117734049	D S AISURYA	EEE-1	ugs17049_eee.sai@cbit.org.in	7981328348
83	160117734072	Abhilash Budharapu	EEE-2	ugs17072_eee.abhilash@cbit.org.in	7981519111
84	160117734111	Srinivas Reddy Duggampudi	EEE-2	ugs17111_eee.srinivasa@cbit.org.in	9505044413
85	160117734118	Baratam Yashwanth	EEE-2	ugs17118_eee.yashwanth@cbit.org.in	9908073526
86	160117734105	Sai Rohit Kappala	EEE-2	ugs17105_eee.sai@cbit.org.in	9493352148
87	160117734104	A. Sai Pranay Reddy	EEE-2	ugs17104_eee.sai@cbit.org.in	9491727023
88	160117734099	Tiwari Sagar	EEE-2	Ugs17099_eee.sagar@cbit.org.in	7095879677
89	160117734091	Pasupuleti mohit srinivas ma	EEE-2	ugs17091_eee.mohit@cbit.org.in	7794035852
90	160117734089	Ch.Manoj Kumar	EEE-2	ugs17089_eee.manoj@cbit.org.in	7780443884
91	160117734096	Ramagiri.Poojith	EEE-2	Ugs_17096_eee.poojith@cbit.org.in	9618623776
92	160117734080	V.Indrasena Reddy	EEE-2	ugs17080_eee.indrasena@cbit.org.in	8919560805
93	160117734073	Abhiroop Manikonda	EEE-2	ugs17073_eee.abhiroop@cbit.org.in	8247045735
94	160117734063	T.lavanya	EEE-2	ugs17063_eee.lavanya@cbit.org.in	9701053632
95	160117737056	Surya Survi	IT-1	ugs17056_it.surya@cbit.org.in	9182705791
96	160117737029	Vidyadhari Kandagatla	IT-1	ugs17029_it.vidyadhari@cbit.org.in	9618623776
97	160117737027	Swetha Kondi	IT-1	ugs17027_it.swetha@cbit.org.in	9491425111
98	160117737045	Pavan Thalla	IT-1	ugs17045_it.pavan@cbit.org.in	7036808629
99	160117737020	Shagufta Naaz	IT-1	ugs17020_it.shaik@cbit.org.in	7989116443
100	160117737018	Samvidha Mannem Reddy	IT-1	ugs17018_it.samvidha@cbit.org.in	7386017275
101	160117737024	Sravani Gopasi	IT-1	ugs17024_it.sravani@cbit.org.in	7993138940
102	160117737017	Sai Sushma Reddy	IT-1	ugs17017_it.sai@cbit.org.in	9701505306
103	160117737097	Madhav Jindam	IT-2	ugs17097_it.madhav@cbit.org.in	7386509541
104	160117737109	Sanjay kumar Kalwa	IT-2	ugs17109_it.sanjay@cbit.org.in	8639064873
105	160117737117	Vinay Pannati	IT-2	ugs17117_it@cbit.org.in	8309643209
106	160117737079	Sai Sreeja Chadalavada	IT-2	ugs17079_it.sai@cbit.org.in	9182419035
107	160117737077	Rajini Masuram	IT-2	ugs17077_it.rajini@cbit.org.in	8340902720
108	160117737062	Aditi Rayaprolu	IT-2	ugs17062_it.aditi@cbit.org.in	8639670233
109	160117737068	Blessy Kotrika	IT-2	ugs17068_it.blessy@cbit.org.in	9502207034
110	160117737066	Apoorva Nagavalli	IT-2	ugs17066_it.apoorva@cbit.org.in	9642564325
111	160118862004	Ankitha Samineni	MCA	pgs18004_mca.samineni@cbit.org.in	7674867566
112	160117736002	Ananya Canakapalli	Mech-1	ugs17002_mech.ananya@cbit.org.in	9298257257
113	160117736043	Kandhagatla Sai Sumanth	Mech-1	ugs17043_mech.sai@cbit.org.in	8801983173
114	160117736056	Vamshi krishna Boga	Mech-1	ugs17056_mech.vamshi@cbit.org.in	8639192364
115	160117736091	Nihaal Aekka	Mech-2	ugs17091_mech.nihaal@cbit.org.in	7013976105
116	160117738021	Konkipudi Durga	Production	ugs17021_prod.durga@cbit.org.in	7675074557
117	160117738005	Neelima Manthri	Production	ugs17005_prod.neelima@cbit.org.in	9182359436
118	160117733058	Thota Venkata Sai Teja	CSE-1	ugs17058_cse.venkata@cbit.org.in	8179039837

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Akshith Nagelly

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Akshith Nagelly,

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.



22-Mar-2021

Dear M Arun Kumar,
B.Tech/B.E., Electrical and Electronics Engineering
Chaitanya Bharathi Institute of Tech,Hyderabad

Candidate ID – 15088174

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.

HRD/NOBA/1002213213

October 8, 2021

Mr. Bharath Todupunoori
Q.No. 3043, Type 3,
Odf Estate, Yedlurmailam,
Sangareddy - 502205
Telangana
India
Ph. (91) 91105 75701

Dear Bharath,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 18, 2021**.

Location

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

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


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

Training Period:

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

Probation and confirmation

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





Cognizant

GenC

1	160117805001	Akanksha Joshi	Biotech	akankshasjoshi2000@gmail.com	8106216533
2	160117805028	Nadimpalli Sphoorthy	Biotech	n.sphoorthy28072000@gmail.com	9063501135
3	160117805011	Navya Buchalli	Biotech	navyabuchalli14@gmail.com	7032288248
4	160117805035	Neeharika Poduri	Biotech	nehapoduri@gmail.com	9014348987
5	160117805023	Sai Harshitha Dakoor	Biotech	harshitha27sai@gmail.com	8309675134
6	160117802019	Abhishek Babu	chemical	abhishekbabu1999@gmail.com	9346360841
7	160117802031	Grandhi Lokesh Sai	chemical	lokeshsai.grandhi4@gmail.com	8555882702
8	160117802004	Hanusha Durisetty	chemical	hanushadurisetty27@gmail.com	8919112744
9	160117802027	Harsh Agarwal	chemical	h.agarwal1212@gmail.com	8328680181
10	160117802006	Manasa Kamidi	chemical	manasareddyid@gmail.com	6302067353
11	160116802036	Phanindra Gupta	chemical	phanindra.beechani@gmail.com	8885471238
12	160117802037	Polamuri Ravi Teja	chemical	polamuri.raviteja26@gmail.com	9949542626
13	160117802012	Poojitha Kandati	chemical	poojithareddykandati2000@gmail.com	9398690478
14	160117732047	Navile Sai Vishal	Civil-1	saivishalnavile@gmail.com	9182251983
15	160117732014	Sindhu Kuruba	Civil-1	sindhukuruba44@gmail.com	8333088913
16	160117732073	Bandi Udaya Sri	Civil-2	bandiudayasri10@gmail.com	7993147030
17	160117732118	Malyala Varaprasad	Civil-2	malyalavaraprasad84@gmail.com	7032013557
18	160117732064	Neena Reddy	Civil-2	neena.nandikonda@gmail.com	8309873636
19	160117732103	Sai Naveen Balla	Civil-2	bsnaveenaecs2@gmail.com	7989926641
20	160117732316	Shirisha Singari	Civil-2	shirisha.singari@gmail.com	9948361445
21	160117733001	Akshitha Nanavala	CSE-1	akshitha.n.123@gmail.com	9494605050
22	160117733025	Challa Abishek	CSE-1	abhishekchalla619@gmail.com	9182752661
23	160117733028	Gopikumar Makwana	CSE-1	makwanagopikumar@gmail.com	8187098877
24	160117733010	Lakshmi Anuhya Gunnam	CSE-1	anuhya1916@gmail.com	9701166808
25	160117733033	Mohammed Zubair Ahmed	CSE-1	zewbare@gmail.com	7093621962
26	160117733012	Nikitha Bogala	CSE-1	nikkireddy129@gmail.com	8897121047
27	160117733041	Saad Ahmed	CSE-1	saadahmed05999@gmail.com	9701571945
28	160117733056	Singapanga Teja vamshi	CSE-1	vamshitej49@gmail.com	7093145297
29	160117733051	Sridhar Kandi	CSE-1	kandisridhar123@gmail.com	9963774495
30	160117733057	Varun Sundaram	CSE-1	vaasha99@gmail.com	9550815865
31	160117733114	Pokala Vaibhaw	CSE-2	vaibhawvarma123@gmail.com	6301774665

72

77	160117735066	Madasu Kavya	ECE-2	kavyamadasu98@gmail.com	8309930909
78	160117735069	Mamatha Erugadinla	ECE-2	mamathaerugadinla999@gmail.com	8919450206
79	160117735315	Nagilla Praneeth Reddy	ECE-2	nagillapraneeth888@gmail.com	7036980340
80	160117735090	Nandigama Charanjit	ECE-2	charanjitnandigama@gmail.com	9885437154
81	160117735100	Nikhil Kanukuntla	ECE-2	nikhilvardhan89@gmail.com	9393622880
82	160117735074	Nikitha Kotharamula	ECE-2	nikitha.rdy213@gmail.com	8790025021
83	160117735117	Pochampally Vinay Reddy	ECE-2	vinayreddy3679@gmail.com	7981749837
84	160117735111	Rajput Tejeshwar Singh	ECE-2	tejeshrajput99@gmail.com	7780453424
85	160117735104	Rakshith Devunuri	ECE-2	rakshithdevunuri@gmail.com	9100819264
86	160117735105	Rupesh Chandra Sayam	ECE-2	sayamrupu@gmail.com	7993823019
87	160117735107	Saketh Reddy Dodda	ECE-2	doddasakethreddy23@gmail.com	9182668613
88	160117735081	Sangapu Sowmyasri Sowmya	ECE-2	sangapusowmyasri@gmail.com	9676608304
89	160117735313	Sumanth Banswada	ECE-2	banswadасumanthreddy3031@gmail.com	9133569493
90	160117735148	Bhagath Singh Khare	ECE-3	khare.bhagathsingh420@gmail.com	8639238056
91	160117735149	Bob Bathula	ECE-3	bob.abishai@gmail.com	9618783361
92	160117735150	Joseph Murray	ECE-3	mikejoe14918@gmail.com	9492922808
93	160117735130	Naga Sai Harshita Kaza	ECE-3	nagasaiharshita.kaza@gmail.com	6300221202
94	160117735329	Nakka Sai Siddartha	ECE-3	nakkasaisiddartha@gmail.com	8499083151
95	160117735131	Nikhila Manupuri	ECE-3	manupurikhila70081@gmail.com	7013061080
96	160117735159	Nithish Chilukuri	ECE-3	nithish.chilukuri@gmail.com	7396653782
97	160117735160	Pranav K	ECE-3	pranavkarangula@gmail.com	9573421392
98	160117735135	Pravalika Chitloju	ECE-3	pravalikach22@gmail.com	7674969086
99	160117735173	Shiva Kumar Reddy Nareddy	ECE-3	shivareddy2824@gmail.com	7989312529
100	160117735138	Shravani Jalli	ECE-3	shravanijalli@gmail.com	8985480544
101	160117735175	Srinivasa Bharadwaj Chakila	ECE-3	ch.bharadwaj183@gmail.com	8247018234
102	160117735141	Srisai Merugu	ECE-3	srisai.m2000@gmail.com	8978611199
103	160117735145	Vinoothna Sree Nayakanti	ECE-3	vinoothna0110@gmail.com	9603132650
104	160117734012	A Saikerthi A Saikerthi	EEE-1	saikerthi038@gmail.com	9515941279
105	160117734013	C Shaheen	EEE-1	shaheen9491156126@gmail.com	9110355991
106	160117734049	D Sai Surya	EEE-1	saistod@gmail.com	7981519111
107	160117734020	Gangula Akhil Reddy	EEE-1	akhilreddygangula99@gmail.com	9866876750
108	160117734028	Hrishikes Sai Duttaluri	EEE-1	saihrishikesh08@gmail.com	6303106718
109	160117734034	Manoj Kudikala	EEE-1	manoj.kudikala13@gmail.com	8523878668
110	160117734007	Mudavath Priyanka	EEE-1	ugsl7007_eee.priyanka@cbit.org.in	7732045543
111	160117734041	Pavan Pulimamidi	EEE-1	pavannani1026@gmail.com	7780733448
112	160117734032	Pendem Netha	EEE-1	netha833@gmail.com	9441908169
113	160117734052	Srikanth Pilli	EEE-1	srikanthpilli780@gmail.com	7287876826
114	160117734055	Srivibhavan Labhishetty	EEE-1	srivibhavan1990@gmail.com	7306820309
115	160117734018	Veditha Lakshmi	EEE-1	veditha12345@gmail.com	7989629450
116	160117734026	Voladri Gopi Krishna Reddy	EEE-1	gopikrishna.voladri@gmail.com	7330778564
117	160117734117	A S N Yashwanth	EEE-2	yashwanthyashu21@gmail.com	7989657538
118	160117734074	Akshith Nagelly	EEE-2	akshithnagelly14@gmail.com	9182977269
119	160117734084	Choppakatla Koushik	EEE-2	choppakatlakoushik001@gmail.com	8247793418
120	160117734077	Dheeraj Arumulla	EEE-2	dherajarumulla9003@gmail.com	7989924024
121	160117734062	Jahnavi Guduri	EEE-2	jahnavi.guduri@gmail.com	9398401445

122	160117734322	Kandukuri Sai Sheetal	EEE-2	saisheetalkandukuri@gmail.com	8143377430
123	160117734075	M Arun Kumar	EEE-2	kmrun297@gmail.com	9398574734
124	160117734083	Nanavath Kishan	EEE-2	kishansrinivas123@gmail.com	6304775127
125	160117734115	Nuligonda Vashist	EEE-2	vashistnuligonda@gmail.com	9398380589
126	160117734091	Pasupuleti Mohit Srinivas Ma	EEE-2	mahaveer.dimpu128@gmail.com	7780443884
127	160117734066	Priyanka Tuppathi	EEE-2	priyankatuppathi2920@gmail.com	7013883263
128	160117734096	Ramagiri Poojith	EEE-2	ramagiri.poojith1234@gmail.com	8919560805
129	160117734100	Sai Deekshith Rayaprolu	EEE-2	saideekshith6@gmail.com	9515705732
130	160117734102	Sai Krishna Voggu	EEE-2	vsaikrishna1998@gmail.com	8978835142
131	160117734106	Saiteja Narahari	EEE-2	sai.narahari25@gmail.com	9182546567
132	160117734113	Suryateja Reddy Chitti	EEE-2	suryatejareddy267@outlook.com	7095308899
133	160117734114	Vardhan Bandari Swamy De	EEE-2	vardhanbsd@gmail.com	8639585962
134	160117737033	Aravind Kumar Bodige	IT-1	aravindkumarbodige504@gmail.com	9505685973
135	160117737003	Deepshika Maroju	IT-1	d4deepshika@gmail.com	8712886896
136	160117737039	Kranthi Jella	IT-1	kranthij307@gmail.com	7013701139
137	160117737040	Madan Vijay Karnati	IT-1	madanvijayk@gmail.com	8885651191
138	160117737010	Maddipatla Mukta	IT-1	maddipatlamukta5@gmail.com	8309509802
139	160117737310	Mani Chandana.D	IT-1	dandumanechanndhanha@gmail.com	9642715361
140	160117737026	Mylavarapu Sruthakeerthi	IT-1	mskeerthi5226@gmail.com	7095545644
141	160117737012	Prasanna Kumari Surapured	IT-1	surapureddy2010@gmail.com	9347574839
142	160117737020	Shagufta Naaz	IT-1	shagufta25022000@gmail.com	7386017275
143	160117737029	Vidyadhari Kandagatla	IT-1	vidyakandagatla.18@gmail.com	9491425111
144	160117737101	Gopathi Prashanth	IT-2	prashanthgopathi621@gmail.com	9182469567
145	160117737093	Goutham Chiranj	IT-2	chiranjigoutham@gmail.com	8801753369
146	160117737109	Kalwa Sanjay Kumar	IT-2	kalwasanjaykumar300@gmail.com	8309643209
147	160117737097	Madhav Jindam	IT-2	jindammadhav15@gmail.com	8639064873
148	160117737077	Masuram Rajini	IT-2	rajinimasuram239@gmail.com	8639670233
149	160117737065	Pulapalli Andal Srivaishnavi	IT-2	pulapallivaishnavi20490@gmail.com	7013291429
150	160117737073	Ravipati Nissi Mouktika	IT-2	nissimouktika2@gmail.com	7013576663
151	160117737105	Sai Charan Kopparapu	IT-2	saicharan3199@gmail.com	8309262888
152	160117737110	Sathvik Surabhi	IT-2	sathvikraosurabhi@gmail.com	8309378759
153	160117737089	Sirra Akhilanand	IT-2	akhilanand9999@gmail.com	9640414131
154	160117736018	Bala Narasimha Banala	Mech-1	banalabalu04@gmail.com	9440088218
155	160117736002	C Ananya	Mech-1	canakapalliananya@gmail.com	8801983173
156	160117736006	Mahitha Duddu	Mech-1	mahithaduddu@gmail.com	9490337406
157	160117736309	Sneha Chintala	Mech-1	snehachintala2000@gmail.com	9515021356
158	160117736056	Vamshi Krishna Boga	Mech-1	vamshikrishnabhoga@gmail.com	7013976105
159	160117736075	Akhil Vaitla	Mech-2	akhilvaitla29899@gmail.com	8074157845
160	160117736066	Poori Saadhana Chandra	Mech-2	saadhanapoori11@gmail.com	9553393311
161	160117736112	Rayasam Venkata Naga Aka	Mech-2	akashrayasam1729@gmail.com	9494304776
162	160117736101	Sai Bhuvan Rathnam	Mech-2	bhuvan714715@gmail.com	9182543603
163	160117736069	Shreya Munnuri	Mech-2	shreya.m5899@gmail.com	7093838721
164	160117736115	Venkata Vinai Dendukuri	Mech-2	venkatavinai99@gmail.com	9100988863
165	160117738035	Rathan Kumar Gemanjyothi	Prod	rathangemanjyothi@gmail.com	8500802512
166	160119766005	Saini Varshini	PSPE	varshiniraosaini@gmail.com	7013523695

HCL TECHNOLOGIES LTD
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Registered Office: HCL Sudhama, 30, Nehru Place, New Delhi-110019, India
www.hcltech.com
hcl@hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 27, 2021

Dear M. Harshith,
H.NO 10-454/1/1,P.V.N COLONY,
MIRZALAGUDAMALKAJGIRI, Hyderabad,
Telangana, India, .

Dear M. Harshith, 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 **August 31, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB1-All ex 4F:1B,1D,2A,2B,2C** .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.

23rd Nov 2021

To,
Mathalapuram Himanth Kumar,
Hyderabad.

OFFER LETTER

Dear Mathalapuram Himanth Kumar,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” Department: Infrastructure at “SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is Rs.6,00,000/- p.a., (Six Lakh Only) and other emoluments will be as per Appx ‘A’.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

Strictly Confidential



Strictly Private and Confidential

Date:11-Feb-2021

Vukanti Indrasena Reddy
C9184098

58-9-170, Rampet, kadipikonda, kazipet
9866142439

Dear Vukanti Indrasena Reddy,

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.

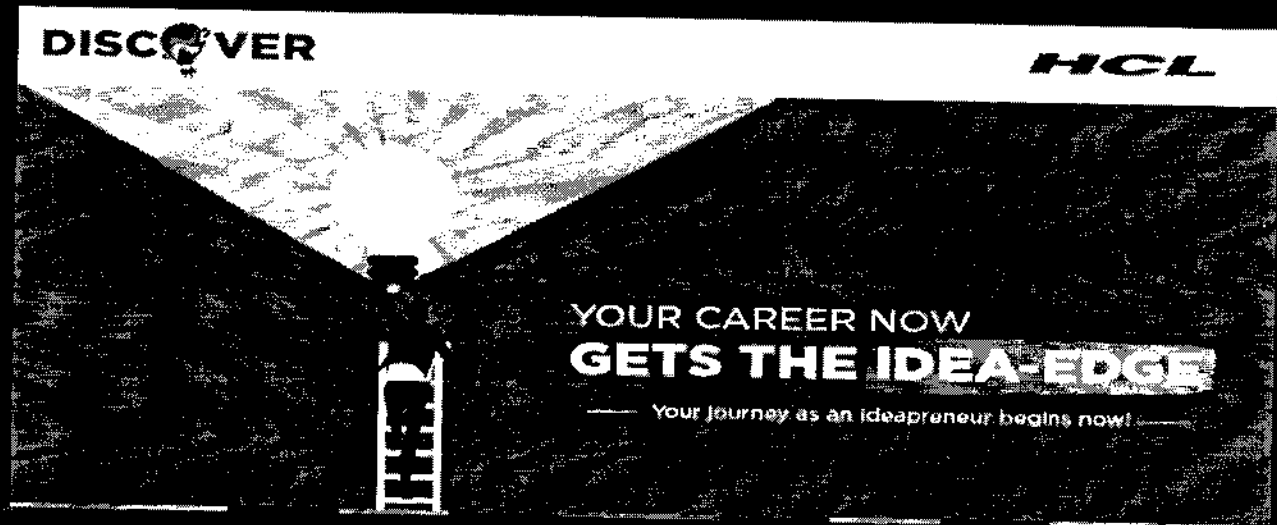
Welcome to Discover HCL- M Kaylan Sai Vinay



EIS i-onboard

kalyan sai vinay m, MOHDFA@HCL.COM

28 Aug



Dear M Kaylan Sai Vinay,

Welcome to HCL Technologies, we would like to thank you for accepting the offer of employment with HCL Technologies Ltd.

As a next step, please login to discover.hcl.com to fulfill the joining formalities online—you may recollect that in our previous communication, we had explained that these are mandatory formalities to complete the onboarding process. (Please ignore if already done)

Discover HCL has a comprehensive online joining form for your ease. Your access to Discover HCL has already been activated and will remain active till 15 days from your date of joining.

To login, please use the following credentials; *(The Credentials shared in Previous Mail)*

Login Id: kalyan.sai.vinay.m@hcl.com

Note: if you do not remember the password, use [Forgot password](mailto:Forgotpassword@hcl.com) in login page.

In-case you have already filled the form initially, the information will be available to you in a non-editable mode.

Should you have any questions, please feel free to get in touch with your Recruiter ESBDDFA@HCL.COM

All the best and welcome to HCL Technologies!

Sincerely,
HCL Technologies

HCL



22-Mar-2021

Dear Nanavath Kishan,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15088182

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.



28-Apr-2021

Dear Choppakatla Koushik,
B.Tech/B.E., Electronics and Electrical Engineering
Chaitanya Bharathi Inst of Technology, Hyderabad

Candidate ID – 15088203

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.



26-Aug-2021

Dear Yeluripati Karthik,
B.E., Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 17787090

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. **450,500/-**. 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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



23rd Nov 2021

To,
Vijjagiri Manideep,
Hyderabad.

OFFER LETTER

Dear Vijjagiri Manideep,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of **“Associate Engineer”** Department: Infrastructure at **“SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.”**

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is Rs.6,00,000/- p.a., (Six Lakh Only) and other emoluments will be as per Appx 'A'.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

Strictly Confidential

16017734088 T. Manivendra Reddy.

Dear **Tummala Maniv**

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **September 27, 2021**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

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

Sincerely,

Human Resources Department



Strictly Private and Confidential

Date:06-Apr-2021

Manoj Kumar Chindam
C9369614

Gandipet,Hyderabad
9818623776

Dear Manoj Kumar Chindam,

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

Manoj
Candidate's Signature

Reference Id: 86c62913-63c8-47b6-b2e6-2f8e74b167a0 |
Signed By: Mahesh Vasudeo Zurale



Cognizant

GenC

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13	160117802012	Poojitha Kandati	chemical	poojithareddykandati2000@gmail.com	9398690478
14	160117732047	Navile Sai Vishal	Civil-1	saivishalnavile@gmail.com	9182251983
15	160117732014	Sindhu Kuruba	Civil-1	sindhukuruba44@gmail.com	8333088913
16	160117732073	Bandi Udaya Sri	Civil-2	bandiudayasri10@gmail.com	7993147030
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18	160117732064	Neena Reddy	Civil-2	neena.nandikonda@gmail.com	8309873636
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72

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160117734095 - Dharmoju Pavan Kumar - Deloitte.



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08/19/2021

Mr. Dharmoju Pavan Kumar
18-4-115/B, Street Number 5
Raghavendra Nagar,
Siddipet - 502372

Subject: Offer of Employment

Dear Dharmoju Pavan 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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:11-Feb-2021

SAI SUMANTH KANDHAGATLA
C9184096

H No 4 -123, Teachers Colony, Athwelly, Medchal (501401), Hyderabad, Telangana
8639192364

Dear SAI SUMANTH KANDHAGATLA,

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.

Version 6.0 Jan 2021

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Candidate's Signature

Reference Id: 3a6997bd-f711-42d5-9457-7a4753f7081e_1
Signed By: Mahesh Vasudeo Zurale

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Details of the program and assessment are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the Technology Fundamentals assessment bases on the Pre-Onboard online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboard Learning program content, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt or do not complete your pre-onboard learning, you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment and onboarding with Accenture is subject to your successful completion of the assessment of the program (within stipulated period for Accenture to provide you date of joining), as mentioned above. Should you not clear same this offer shall become redundant and will be revoked.

Post successful completion of the aforementioned assessment and upon joining the Company further training program (s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts to score the same to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

After accepting this Offer, we encourage you visit Countdown to the Company- (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to <http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

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100	160117737018	Samvidha Mannem Reddy	IT-1	ugs17018_it.samvidha@cbit.org.in	7386017275
101	160117737024	Sravani Gopasi	IT-1	ugs17024_it.sravani@cbit.org.in	7993138940
102	160117737017	Sai Sushma Reddy	IT-1	ugs17017_it.sai@cbit.org.in	9701505306
103	160117737097	Madhav Jindam	IT-2	ugs17097_it.madhav@cbit.org.in	7386509541
104	160117737109	Sanjay kumar Kalwa	IT-2	ugs17109_it.sanjay@cbit.org.in	8639064873
105	160117737117	Vinay Pannati	IT-2	ugs17117_it@cbit.org.in	8309643209
106	160117737079	Sai Sreeja Chadalavada	IT-2	ugs17079_it.sai@cbit.org.in	9182419035
107	160117737077	Rajini Masuram	IT-2	ugs17077_it.rajini@cbit.org.in	8340902720
108	160117737062	Aditi Rayaprolu	IT-2	ugs17062_it.aditi@cbit.org.in	8639670233
109	160117737068	Blessy Kotrika	IT-2	ugs17068_it.blessy@cbit.org.in	9502207034
110	160117737066	Apoorva Nagavalli	IT-2	ugs17066_it.apoorva@cbit.org.in	9642564325
111	160118862004	Ankitha Samineni	MCA	pgs18004_mca.samineni@cbit.org.in	7674867566
112	160117736002	Ananya Canakapalli	Mech-1	ugs17002_mech.ananya@cbit.org.in	9298257257
113	160117736043	Kandhagatla Sai Sumanth	Mech-1	ugs17043_mech.sai@cbit.org.in	8801983173
114	160117736056	Vamshi krishna Boga	Mech-1	ugs17056_mech.vamshi@cbit.org.in	8639192364
115	160117736091	Nihaal Aekka	Mech-2	ugs17091_mech.nihaal@cbit.org.in	7013976105
116	160117738021	Konkipudi Durga	Production	ugs17021_prod.durga@cbit.org.in	7675074557
117	160117738005	Neelima Manthri	Production	ugs17005_prod.neelima@cbit.org.in	9182359436
118	160117733058	Thota Venkata Sai Teja	CSE-1	ugs17058_cse.venkata@cbit.org.in	8179039837



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

Superset ID: 306070

Letter of Intent ("LOI")

Dear RAKESH G,

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



Strictly Private and Confidential

Date:17-Apr-2021

Tiwari Sagar
C9409561

14-4-253, Opposite Deepa Hospital, Begum Bazar
7794035852

Dear Tiwari Sagar,

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


Candidate's Signature

Reference Id: 6a34386c-a2bc-4229-abbe-20d3c8b72374_1
Signed By: Mahesh Vasudeo Zurale

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Sai Deekshith Rayaprolu

College: Chaitanya Bharathi Institute of Technology

OFFER OF EMPLOYMENT

Dear Sai Deekshith Rayaprolu,

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.



22-Mar-2021

Dear Sai Krishna Voggu,
B.Tech/B.E., Electrical and Electronics Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15060296

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.



1601113403 - Sai Kumar

Chinnam

Offer: Computer Consultancy
Ref: TCSL/DT20207335399/Hyderabad
Date: 13/01/2021

Mr. Sai Kumar Chinnam
3-208/8, Chandupatta,
Near Tower,
Bhongir-508116,
Telangana,
Tel# 91-9550688287

Dear Sai Kumar Chinnam,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Ch. Sai Kumar 1

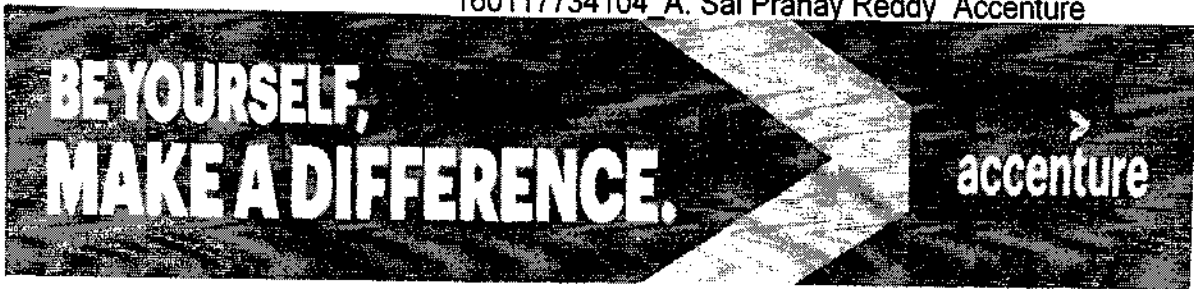
TCS Confidential

TCSL/DT20207335399

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 2227 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nandanam Point, Asambal 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Strictly Private and Confidential

Date:16-Apr-2021

Sai Pranay Reddy Aare
C9404326

2-142,Hussainabad,Mothey
7095879677

Dear Sai Pranay Reddy Aare,

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

Pranay
Candidate's Signature

Reference Id: 963d6f92-1dab-4ea1-9497-80d0578f422e_1
Signed By: Mahesh Vasudeo Zurale

160117734105 - Sai Rohit Kappala -

Infosys[®]

Navigate your next

November 2, 2021

HRD/3T/1002479896/21-22

Mr. Sai Rohit Kappala

A-787 Bdl Township ,Bhanur ,Sangareddy District ,Patancheru Mandal, 502305

A-787 Bdl Township ,Bhanur ,Sangareddy District ,Patancheru Mandal, 502305

Hyderabad-502305

India

Ph: +91-9491727023

Dear Sai Rohit,

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
Certification signature by Richard Lobo
richard_lobo@infosys.com, validity Unknown
Digitally signed by Richard Lobo
Date: 2021.11.02 17:49:28 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



08-Apr-2021

Saiteja Narahari

B.Tech/B.E. Electronics and Electrical Engineering

Chaitanya Bharathi Inst of Technology,Hyderabad

Dear Saiteja,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa



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21-Feb-2018

Joel Vinod Singavarapu

H.No: 3-3-821/2, Flat No 307, Classic Elegant Apartments, Kutbighuda, Hyderabad- 500027
9110716613

Dear Joel Vinod,

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

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the offer letter from your date of joining. You are required to carefully read and understand the terms and conditions of this Offer. This Offer and your employment with Accenture is subject to your meeting the educational requirements of your college with an aggregate of 60% and above or equivalent CGPA and successful completion of background or reference checks, which may occur at any time prior to or after your joining.

Pre-joiner-Learning Module: As you are aware that as part of providing quality training, Accenture proposes a learning module - Technology Fundamentals online learning module of which will be made available to you at least three months prior to your joining at your pace and comfort. Details of which are referred as Annexure III.

Version: 10.0 (Feb-2018)

Reference Id: 17220955-6017-4411-b472-44d1e247
Signed By: Mohan Sekhar

June 27, 2021
Ref: LTI/HR/ENB/T0029402

Mr. Srinivas Reddy Duggampudi
Plot No 372 ,street No9,Srisrinivasapuram Colony,VanasthalipuramSt.ANNAS HIGH SCHOOL
Hyderabad-500070
Telangana,India
Tel: 9908073526

Dear Mr. Srinivas Reddy Duggampudi,

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

During the course of your training, the Company will pay you Stipend and Allowances as per details in the Annexure enclosed. 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.



27/06/2021

LTI-Confidential



A Larsen & Toubro
Group Company



Cognizant

GenC

1	160117805001	Akanksha Joshi	Biotech	akankshasjoshi2000@gmail.com	8106216533
2	160117805028	Nadimpalli Sphoorthy	Biotech	n.sphoorthy28072000@gmail.com	9063501135
3	160117805011	Navya Buchalli	Biotech	navyabuchalli14@gmail.com	7032288248
4	160117805035	Neeharika Poduri	Biotech	nehapoduri@gmail.com	9014348987
5	160117805023	Sai Harshitha Dakoor	Biotech	harshitha27sai@gmail.com	8309675134
6	160117802019	Abhishek Babu	chemical	abhishekbabu1999@gmail.com	9346360841
7	160117802031	Grandhi Lokesh Sai	chemical	lokeshsai.grandhi4@gmail.com	8555882702
8	160117802004	Hanusha Durisetty	chemical	hanushadurisetty27@gmail.com	8919112744
9	160117802027	Harsh Agarwal	chemical	h.agarwal1212@gmail.com	8328680181
10	160117802006	Manasa Kamidi	chemical	manasareddyid@gmail.com	6302067353
11	160116802036	Phanindra Gupta	chemical	phanindra.beechani@gmail.com	8885471238
12	160117802037	Polamuri Ravi Teja	chemical	polamuri.raviteja26@gmail.com	9949542626
13	160117802012	Poojitha Kandati	chemical	poojithareddykandati2000@gmail.com	9398690478
14	160117732047	Navile Sai Vishal	Civil-1	saivishalnavile@gmail.com	9182251983
15	160117732014	Sindhu Kuruba	Civil-1	sindhukuruba44@gmail.com	8333088913
16	160117732073	Bandi Udaya Sri	Civil-2	bandiudayasri10@gmail.com	7993147030
17	160117732118	Malyala Varaprasad	Civil-2	malyalavaraprasad84@gmail.com	7032013557
18	160117732064	Neena Reddy	Civil-2	neena.nandikonda@gmail.com	8309873636
19	160117732103	Sai Naveen Balla	Civil-2	bsnaveenaecs2@gmail.com	7989926641
20	160117732316	Shirisha Singari	Civil-2	shirisha.singari@gmail.com	9948361445
21	160117733001	Akshitha Nanavala	CSE-1	akshitha.n.123@gmail.com	9494605050
22	160117733025	Challa Abishek	CSE-1	abhishekchalla619@gmail.com	9182752661
23	160117733028	Gopikumar Makwana	CSE-1	makwanagopikumar@gmail.com	8187098877
24	160117733010	Lakshmi Anuhya Gunnam	CSE-1	anuhya1916@gmail.com	9701166808
25	160117733033	Mohammed Zubair Ahmed	CSE-1	zewbare@gmail.com	7093621962
26	160117733012	Nikitha Bogala	CSE-1	nikkireddy129@gmail.com	8897121047
27	160117733041	Saad Ahmed	CSE-1	saadahmed05999@gmail.com	9701571945
28	160117733056	Singapanga Teja vamshi	CSE-1	vamshitej49@gmail.com	7093145297
29	160117733051	Sridhar Kandi	CSE-1	kandisridhar123@gmail.com	9963774495
30	160117733057	Varun Sundaram	CSE-1	vaasha99@gmail.com	9550815865
31	160117733114	Pokala Vaibhaw	CSE-2	vaibhawvarma123@gmail.com	6301774665

72

77	160117735066	Madasu Kavya	ECE-2	kavyamadasu98@gmail.com	8309930909
78	160117735069	Mamatha Erugadinla	ECE-2	mamathaerugadinla999@gmail.com	8919450206
79	160117735315	Nagilla Praneeth Reddy	ECE-2	nagillapraneeth888@gmail.com	7036980340
80	160117735090	Nandigama Charanjit	ECE-2	charanjitnandigama@gmail.com	9885437154
81	160117735100	Nikhil Kanukuntla	ECE-2	nikhilvardhan89@gmail.com	9393622880
82	160117735074	Nikitha Kotharamula	ECE-2	nikitha.rdy213@gmail.com	8790025021
83	160117735117	Pochampally Vinay Reddy	ECE-2	vinayreddy3679@gmail.com	7981749837
84	160117735111	Rajput Tejeshwar Singh	ECE-2	tejeshrajput99@gmail.com	7780453424
85	160117735104	Rakshith Devunuri	ECE-2	rakshithdevunuri@gmail.com	9100819264
86	160117735105	Rupesh Chandra Sayam	ECE-2	sayamrupu@gmail.com	7993823019
87	160117735107	Saketh Reddy Dodda	ECE-2	doddasakethreddy23@gmail.com	9182668613
88	160117735081	Sangapu Sowmyasri Sowmya	ECE-2	sangapusowmyasri@gmail.com	9676608304
89	160117735313	Sumanth Banswada	ECE-2	banswadасumanthreddy3031@gmail.com	9133569493
90	160117735148	Bhagath Singh Khare	ECE-3	khare.bhagathsingh420@gmail.com	8639238056
91	160117735149	Bob Bathula	ECE-3	bob.abishai@gmail.com	9618783361
92	160117735150	Joseph Murray	ECE-3	mikejoe14918@gmail.com	9492922808
93	160117735130	Naga Sai Harshita Kaza	ECE-3	nagasaiharshita.kaza@gmail.com	6300221202
94	160117735329	Nakka Sai Siddartha	ECE-3	nakkasaisiddartha@gmail.com	8499083151
95	160117735131	Nikhila Manupuri	ECE-3	manupurikhila70081@gmail.com	7013061080
96	160117735159	Nithish Chilukuri	ECE-3	nithish.chilukuri@gmail.com	7396653782
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98	160117735135	Pravalika Chitloju	ECE-3	pravalikach22@gmail.com	7674969086
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103	160117735145	Vinoothna Sree Nayakanti	ECE-3	vinoothna0110@gmail.com	9603132650
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108	160117734028	Hrishikes Sai Duttaluri	EEE-1	saihrishikesh08@gmail.com	6303106718
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110	160117734007	Mudavath Priyanka	EEE-1	ugsl7007_eee.priyanka@cbit.org.in	7732045543
111	160117734041	Pavan Pulimamidi	EEE-1	pavannani1026@gmail.com	7780733448
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113	160117734052	Srikanth Pilli	EEE-1	srikanthpilli780@gmail.com	7287876826
114	160117734055	Srivibhavan Labhishetty	EEE-1	srivibhavan1990@gmail.com	7306820309
115	160117734018	Veditha Lakshmi	EEE-1	veditha12345@gmail.com	7989629450
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117	160117734117	A S N Yashwanth	EEE-2	yashwanthyashu21@gmail.com	7989657538
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132	160117734113	Suryateja Reddy Chitti	EEE-2	suryatejareddy267@outlook.com	7095308899
133	160117734114	Vardhan Bandari Swamy De	EEE-2	vardhanbsd@gmail.com	8639585962
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155	160117736002	C Ananya	Mech-1	canakapalliananya@gmail.com	8801983173
156	160117736006	Mahitha Duddu	Mech-1	mahithaduddu@gmail.com	9490337406
157	160117736309	Sneha Chintala	Mech-1	snehachintala2000@gmail.com	9515021356
158	160117736056	Vamshi Krishna Boga	Mech-1	vamshikrishnabhoga@gmail.com	7013976105
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161	160117736112	Rayasam Venkata Naga Aka	Mech-2	akashrayasam1729@gmail.com	9494304776
162	160117736101	Sai Bhuvan Rathnam	Mech-2	bhuvan714715@gmail.com	9182543603
163	160117736069	Shreya Munnuri	Mech-2	shreya.m5899@gmail.com	7093838721
164	160117736115	Venkata Vinai Dendukuri	Mech-2	venkatavinai99@gmail.com	9100988863
165	160117738035	Rathan Kumar Gemanjyothi	Prod	rathangemanjyothi@gmail.com	8500802512
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26-Jun-2021

Dear Vardhan Bandari Swamy Devender,
B.Tech/B.E., Electrical and Electronics Engineering
Chaitanya Bharathi Inst of Technology, Hyderabad

Candidate ID – 15088214

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.



Cognizant

GenC

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162	160117736101	Sai Bhuvan Rathnam	Mech-2	bhuvan714715@gmail.com	9182543603
163	160117736069	Shreya Munnuri	Mech-2	shreya.m5899@gmail.com	7093838721
164	160117736115	Venkata Vinai Dendukuri	Mech-2	venkatavinai99@gmail.com	9100988863
165	160117738035	Rathan Kumar Gemanjyothi	Prod	rathangemanjyothi@gmail.com	8500802512
166	160119766005	Saini Varshini	PSPE	varshiniraosaini@gmail.com	7013523695



08-Apr-2021
A S N Yashwanth
B.Tech/B.E. Electronics and Electrical Engineering
Chaitanya Bharathi Inst of Technology,Hyderabad

Dear A S N,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion. Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa



160117734118_Baratam Yashwanth_Micron

February 17, 2021

Yashwanth Baratam
Flat no:407,Narmada Block,Ocean Greens,Simon Nagar,
Kurmanpalem, Andhra Pradesh - 530046
7013606958
baratamyashwanth@gmail.com

Dear Yashwanth Baratam:

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

Yashwanth



23rd Nov 2021

To,
Yeshwanth Rayankula,
Hyderabad.

OFFER LETTER

Dear Yeshwanth Rayankula,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” Department: Infrastructure at “SCHNABEL DC CONSULTANTS INDIA PRIVATE LIMITED.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is Rs.6,00,000/- p.a., (Six Lakh Only) and other emoluments will be as per Appx 'A'.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

Strictly Confidential



Ref: TCSL/DT20206876369/1401205/Hyderabad

Date: 11 June 2021

MR. YENUGANDULA RANADHEER

1-8-42 Daily Market,
Kamareddy, Kamareddy,
Telangana-503111.
Tel# 918099577050

Sub: Joining Letter

Dear Mr. Yenugandula Ranadheer,

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

We are pleased to inform you that your joining date at TCSL will be **08th July 2021**, your joining location is **Mumbai**, work location is **Mumbai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

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



22-Mar-2021

Dear Kandukuri Sai Sheetal,
B.Tech/B.E., Electrical and Electronics Engineering
Chaitanya Bharathi Institute of Tech, Hyderabad

Candidate ID – 15088233

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.

APTOnline

Offer: Technical,

Ref: APTOnline/Hyderabad/Associate Software Engineer - Trainee/Technical,

Date: 21 November, 2021

Sub: Letter of Offer

Dear Mr. Abbagowni Akash,

Thank you for exploring career opportunities with APTOnline Ltd. You have successfully completed our selection process and we are pleased to make you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of **Associate Software Engineer - Trainee** at APTOnline Ltd.- Hyderabad. Your gross salary including all benefits will be **Rs.240408/-** per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of the terms and conditions mentioned herein by returning Annexure 3 duly signed-in to APTONLINE HR executive /Induction officer located at APTOnline Office. If not accepted within 7 days, this offer is liable to lapse at the discretion of APTOnline. Please initiate your Background Check and submit the required documents to the regional point of contact within 5 days of your offer acceptance, post which we can confirm your date of joining .Your offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by APTOnline.

COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

Basic Salary:

Your Basic Salary will be Rs.15000.00/- per month

Taxation will be governed by the Income Tax rules. The company will be deducting tax at source as per income tax guidelines.

House Rent Allowance:

Your HRA will be Rs.750/- per month.

Conveyance Allowance:

You will be eligible to a conveyance allowance of Rs.0/-per month.

Sundry Medical Reimbursement:

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for Rs.0/ per month. This will be disbursed on a monthly basis along with the monthly salary.

To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the un-availed amount will be taxable.

Leave Travel Allowance:

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary.

160117734309 - Ramya Pingili - Capgemini

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4782475 /808202.

08/01/2021,

Ramya Pingili
H.no:3-97,,Ennampally , Boinpally ,Rajanna sircilla,
Telangana,
India

Confidential

Dear Ramya Pingili,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **08/03/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Hyderabad**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows: