



Chaitanya Bharathi Institute of Technology (A)

Department of Electronics and Communication Engineering

1.3.4: Students undertaking Field Projects/Internships

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S.V. MACHINE TOOLS

GSTIN-36AMNPV1139L1ZG

H No.7-8-283/1A,

Goutham nagar,
Ferozguda,Balanagar

Hyderabad-500011.

Dear Voonna Balakrishna Pavan Tagore,

Congratulations!!

On behalf of S.V. MACHINE TOOLS, we take great pleasure in offering you an internship in our organization for Assistant Quality Inspector Role.

Please note, based on your academic timelines and availability, your internship starts on 5th January 2023 to 15th April 2023.

Reporting Location: Goutham Nagar, Ferozguda.

Salary/Stipend : 7000 Rupees per month.

Please send us a confirmation by January 4th, EOD.

Instructions related to COVID-19:

If you are fully vaccinated, it is mandatory to submit a self-declaration. You will have to undergo temperature screening at the entry gate on your arrival, followed by OHC screening for 3 days.

If you are partially vaccinated, it is mandatory to produce a negative RTPCR report (within less than 72 hrs) on your arrival. You will also have to submit a self-declaration and undergo OHC screening for 3 days.

A very warm welcome once again, and we wish you a successful stint with us!

Sincerely,
Vuyyooru Sujatha
(Founder)



November 30, 2022

PRIVATE AND CONFIDENTIAL

Medavarapu Chidrupi

Dear Medavarapu Chidrupi,

We are pleased to offer you (hereinafter also referred to as, the "Trainee") a position in StateStreet Corporate Services Mumbai Private Limited ("the Company"), a company incorporated under the laws of India and having its principal place of business at Hyderabad, commencing 09-January-2023 to 03-July-2023 under the following terms and conditions.

This offer is subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence before doing so, your commencement will be deemed acceptance of all terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Trainee, Charles River Development reporting to Raghavendra Rao Sivalenka, Assistant Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India.

SECURITY/ BACKGROUND CHECK

This offer of internship (and your continuing internship if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the internship commencing, the Company may terminate this contract immediately (without notice) and the internship will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of internship, as a condition of continued internship.

REMUNERATION

Subject to the due compliance of the Trainee's obligations stated herein, you will be entitled to consolidated lump sum remuneration (hereinafter also referred to as Stipend) of INR 30,000.00 per month and no other amounts or prerequisites whatsoever. The stipend amount shall be credited to your bank account on the last working day of each month. You will not be covered or entitled to any of State Street's benefit plans.

The Company shall be entitled at any time during your internship, and in any event on termination, howsoever arising, to deduct from your stipend any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your internship and arising out of the fulfilment of your responsibilities and duties.

HOURS OF WORK

You will be required to work 45 hours per week under this training program, your hours of work will be communicated to you by your manager. The requirements of your internship do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional stipend. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your internship with the Company.

TERMINATION WITH NOTICE

As a trainee either you or the Company may terminate your internship for any reason and at any time by giving to the other fifteen (15) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in internship and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:

- (a) not to attend the workplace;
- (b) not to contact or have any communication with its clients or customers;
- (c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
- (d) not to perform the duties of your position or become involved in any aspect of the Company's business;
- (e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
- (f) to perform any duties from home;
- (g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
- (h) to cease your access to the Company's computer system and confidential or business sensitive information;
- (i) to return any or all company property; or
- (j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your internship the Company may terminate your internship at any time without prior notice if in its opinion you:

- (a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
- (b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
- (c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
- (d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
- (e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Company;
- (f) become bankrupt or make any arrangement or composition with your creditors; or
- (g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as a trainee;
- (h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the trainee or you suffer from a permanent disability while employed, the Company shall not be liable to make any payment as trainees are not part of retiral benefits. The internship will be terminated with immediate effect in case of death.

LEAVE ENTITLEMENTS

You will be entitled to 1.5 days of leave for every month of the internship. Leave should be arranged after the approval from your manager. Leaves will be lapsed at the end of the internship if they are not utilized and there will be no encashment of leave.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telangana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBILITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your internship with the Company. You are not permitted to engage in any other internship without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as a trainee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your internship, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting internship with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your internship you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your internship contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting internship with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. As an ongoing condition of your internship, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your internship with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

- (a) in the course of your internship with the Company; or
- (b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your internship, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your internship or for a period of 6 months following the termination of your internship for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

- (a) entice away from the Company or any related bodies corporate, any officer, employee, trainee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, trainee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your internship.

DEALINGS WITH MEDIA

During your internship, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

- (a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or
- (b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your internship.

You agree that if you are required to collect, store, use or disclose personal information during the course of your internship, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your internship with the Company is at all times conditional upon:

- (a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and internship checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

- (a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
- (b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this internship agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the internship, and it supersedes any prior agreement, or understanding connected with the internship.

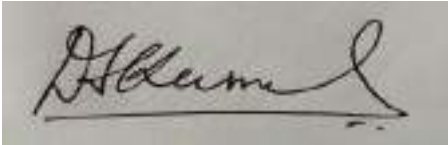
You specifically agree that in entering this agreement (or by commencing internship) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director
Head – Global Payroll and HR Operations
Date: November 30, 2022

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature

Name: Medavarapu Chidrupi

Date:



AGREEMENT

16- February - 2023

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

Dasari Esha Vaishnavi



This employment agreement is entered at **Hyderabad** on 16-February-2023

BY AND BETWEEN:

AVEVA Solutions India LLP, a company having its registered office at [Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIIIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India] hereinafter referred to as the **Company**.

AND

Dasari Esha Vaishnavi a citizen of India, with address at Candidate Address H.No. 48B, Lakeview Enclave, Kishoreddypet, Ameernpur Mandal, Sangareddy, Telangana, Hyderabad, India - 502319 hereinafter referred to as an **Intern**.

Dasari Esha Vaishnavi agrees to be retained by the Company under the terms and conditions set forth below:

1. Duration of Assignment

Your assignment commences with effect from **6th March, 2023** ends on **22nd May, 2023**.

2. Scope of work

The company hereby engages you as Intern for Software Development Services and other related activities. You shall provide your services with respect to the assigned work. You shall deliver such services at the company's place of work. Specifics of daily tasks/deliverables shall be communicated to you by your immediate manager.

3. Compensation:

In consideration of the services rendered by the Intern to the Company, the Intern is entitled to receive a sum of **INR 20000** per month towards stipend.

4. Compliance:

You shall be responsible for all statutory compliance at AVEVA Solution India LLP, Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIIIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India. You will also abide by all the working rules, code of conduct, behavior, communication that is applicable for others working in the said office.

5. Duties and Responsibilities:

The Intern shall devote full working time, attention and energy to the performance of the duties assigned to him/her. The Intern shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any trade, business or profession other than the business of the Company or accept any appointment to any office (including Internships) be it paid or



unpaid during the duration of the contract with AVEVA. He/she shall not utilize the assets, resources and time of the Company for such external activities.

6. Terms and Conditions:

This agreement shall commence on the start date and shall be valid till the end date. Either party may terminate this Agreement with a Fifteen (15) days prior written notice to other party. Upon the expiration or termination of this agreement (a) Intern shall return all the company's Confidential Information in their possession or control and (b) Intern shall deliver to Company all deliverables completed and accepted up to the date of termination and company shall have all right, title and interest thereto.

7. Relationship:

Intern shall use best efforts and shall devote such time and effort to the performance of duties. Intern has no authority to bind the company to any obligation or accord and is an independent Intern.

8. Covenants:

Intern shall coordinate activities with the company and all the activities of intern shall require the prior written consent of your immediate manager.

9. Confidentiality:

During the Term and for a period of Agreement thereafter, Intern shall hold Company's Confidential information as per Annexure - I in strict trust and confidence and avoid the disclosure or release thereof to any other person or entity.

10. General:

Intern shall keep the company informed of any change in the address of communication and other relevant information.



SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For **AVEVA Solution India LLP**

DocuSigned by:

C2945A90003248F

Shhyaam Konka
Head of HR Services, India

ACCEPTANCE STATEMENT

I accept the above terms and conditions of the agreement.

Intern

Name: Dasari Esha vaishnavi

Signature: 
C18EAE664E2C48D

Date: 24 February 2023



Annexure - I

Confidentiality and Assignment of Rights Agreement

Conditional to and in consideration of your employment with AVEVA Solutions India LLP (hereinafter referred to as "the Company") and the compensation or other employment benefits, you agree to observe and to be bound by all the terms and conditions as set down in this Confidentiality and Assignment of Rights Agreement (hereinafter referred to as "Agreement").

1 Duration and Termination

- 1.1 This Agreement shall commence on the date of commencement of your Services to the Company irrespective of the date on which this Agreement is signed and shall continue in effect until termination of such Services save that any or all of your obligations under this Agreement shall survive termination of Services and/or of this Agreement.

2 Definition

- 2.1 In this Agreement, the following words shall have the following meanings:

"Affiliate" in relation to a party, means any entity or person which controls, is controlled by, or is under common control with that party. For the purposes of this definition, 'control' shall mean direct or indirect beneficial ownership of 50% (or, outside a party's home territory, such lesser percentage as is the maximum permitted level of foreign investment) or more of the share capital, stock or other participating interest carrying the right to vote or to distribution of profits of that entity or person, as the case may be.

"Development Intellectual Property" means all Intellectual Property Rights, subsisting in, resulting from, generated by, arising from or made, originated, developed or obtained in the course of providing or otherwise related to Development Work for AVEVA Group or any AVEVA Group Company excluding any pre-existing intellectual property provided by AVEVA Group or any AVEVA Group Company to the Company for Development Work.

"Development Work" means any development work, activities and services to be undertaken by the Company for AVEVA Group or any AVEVA Group Company.

"AVEVA Group" shall mean AVEVA Group Plc. and "AVEVA Group Company" shall mean any company which is for the time being a subsidiary or Affiliate of AVEVA Group Plc.

"Intellectual Property Rights" means any invention, improvement, innovation, patent, design, process, information, know-how, copyright work (including without limitation rights in and to technical processes, systems, methods, software design, algorithms, code, scripts or other computer software), rights in databases, topography right(s), domain name(s), trade mark, trade name or get-up (whether capable of being patented or registered or not) or application to register any such right together with all statutory and other rights in respect of patents designs, circuit layouts, copyright, confidential information and all other intellectual property rights of any nature whatsoever in any part



of the world in particular and without limitation all other intellectual property rights defined in Article 2 of the Convention establishing the World Intellectual Property Organisation of July 1967.

3 Confidentiality

- 3.1 For the purpose of this Agreement, all information in whatever form obtained or acquired by you or that comes to your knowledge during the course of providing Services to the Company shall be classified as private and confidential information ('Private and Confidential Information'), except for information which has already become public knowledge or literature, and includes any of the matters set out in paragraph 6.

Examples of Private and Confidential Information include but are not limited to any Development Intellectual Property, Development Work, any of the Company's or AVEVA Group's or any AVEVA Group Company's Intellectual Property Rights, prospects and customers details and their confidential information, pricing policies, sales, costs and other financial information, sales and marketing activities, contract bidding activities, trade secrets, legal/contract matters and personnel confidential details. Please note that this is not an exhaustive list and shall not be read as restricting the generality of the definition of Private and Confidential Information.

- 3.2 You shall not disclose Private and Confidential Information to any Third Party without prior written consent of the Company, except as provided in paragraph 4.
- 3.3 For the purpose of this Agreement, 'Third Party' is defined as any person or body corporate other than the Company or personnel specifically authorised by the Company.
- 3.4 This section comprises the general paragraphs governing the confidentiality rules and shall be read in conjunction with the undertakings in paragraph 5.1 of this Agreement.

4 Exemption

- 4.1 You may disclose Private and Confidential Information by an Order of Court in India or under any written laws which compel you to disclose. You should consult your legal counsel prior to disclosure. In the event you are required to disclose Private and Confidential Information under this paragraph, you shall, unless prohibited by the said order of court or the said written laws, inform the Company in writing in advance of disclosure.

5 Obligations of Confidentiality

- 5.1 You agree to and undertake as follows:
- a) You shall within the duration of your Services to the Company and at all times thereafter, not disclose or cause to be disclosed or used or made known, not copy in whole or in part, reproduce, divulge, publish or circulate (or authorise or permit anyone else to do the same) any of the Private and Confidential Information except where this Private and Confidential Information is in your lawful unrestricted possession or is part of public knowledge or literature;



- b) The undertakings in paragraph 5.1 (a) herein shall continue insofar and for so long as the Private and Confidential Information in question has not become public knowledge or literature through no fault of the Company or AVEVA Group or any AVEVA Group Company as the case may be;
- c) Preservation of Private and Confidential Information includes, but is not limited to, non-disclosure of the Private and Confidential Information in question by you to a Third Party, or by authorising or permitting anyone else to do the same, without prior written consent of the Company, whether intentionally or unintentionally, whether or not for your benefits or for any kind of monetary or non-monetary rewards and whether or not to the detriment of the Company or AVEVA Group or any AVEVA Group Company;
- d) You shall not take possession of and preclude the Company or other personnel so authorised by the Company from access to information relating to the Company or AVEVA Group or any AVEVA Group Company or its business that comes to your knowledge exclusively and directly in the course of carrying out your duties;
- e) You shall take appropriate precautionary and preventive actions agreed to by the Company to safeguard the property of the Company under your custody from misappropriation, unlawful disposal or theft during the course of providing Services to the Company. The Property includes tangible and intangible assets such as cash, credit cards, computers, notebooks, personal effects and trade secrets;
- f) Upon the completion of your Services and at any time upon the written request of the Company, you agree to return to the Company or destroy (at the Company's option) any documents originating from the Company or created by you which embody Private and Confidential Information and all copies of Private and Confidential Information in whatever form belonging to the Company or AVEVA Group or any AVEVA Group Company regardless of the medium on which it is copied, including without limitation all data, drawings, photographs, graphs, tables, charts, documents, correspondence, specifications, blueprints, notebooks, reports, sketches, formula, computer programs, software, software documentation, sales data, business manuals, price lists, customer lists, samples and all other materials and copies, including product and other embodiments relating in any way to the business of the Company or AVEVA Group or any AVEVA Group Company, made, in full or in part, or obtained by you during the course of providing Services to the Company, whether confidential or not, which are in your possession or under your control;
- g) You shall not use any material, other than that supplied to you by the Company, to create any Intellectual Property Rights belonging to or assigned to the Company under this Agreement including any Development Intellectual Property. Such material includes but is not limited to any hardware or software; and
- h) You shall not, during the period of your Services to the Company and within a period of twelve months after the termination of such Services be involved in canvassing, soliciting, interfering with or enticing away any person, firm or corporation which has at any time during the course of providing Services to the Company been a client of the Company.



5.2 Nothing in paragraph 5.1 shall be interpreted as intended to limit or restrict the general confidentiality rules as stipulated in paragraph 3.1 to 3.3.

6 Inventions, Intellectual Property Rights Etc.

6.1 Disclosure

You are required to promptly disclose to your manager in the Company (and to no person outside of the Company without the Company's written permission) any Intellectual Property Rights which belong to the Company or AVEVA Group or any AVEVA Group Company, including any Development Intellectual Property or Development Work or any other invention, discovery, improvement or design made by you and relating to equipment of a type made, supplied, designed, or in development by the Company or AVEVA Group or any AVEVA Group Company or relating to the manufacture of such equipment or otherwise suitable for the purpose of the business of the Company or AVEVA Group or any AVEVA Group Company (whether or not such inventions are patentable or are capable of registration, copyright or other protection).

6.2 Rights

You acknowledge and agree that:

- a) all Intellectual Property Rights in Private and Confidential Information referred to in paragraph 3.1 and paragraph 6 and in any developments, improvements, modifications and enhancements thereto are and shall remain vested in the Company or AVEVA Group or any AVEVA Group Company as the case may be.
- b) all inventions, improvements, processes, methodologies, software, data, works subject to copyright, any other Intellectual Property Rights and all parts thereof, whether or not registrable, made by you from the date of commencement of your Services to the Company, in the course of your normal duties, or specifically assigned duties, or in relation to which you owe a special obligation to the Company, shall belong exclusively to the Company. In connection therewith you agree to assign and hereby assign and transfer to the Company or to AVEVA Group or to any AVEVA Group Company if requested by the Company, all of your present and future rights, title and interest in and to the following:
 - i) all Intellectual Property Rights made or conceived by you, alone or with others, during the course of providing Services to the Company;
 - ii) all Intellectual Property Rights made or conceived by you alone or with others, that relates to the business of the Company or AVEVA Group or any AVEVA Group Company, whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials;
 - iii) all Intellectual Property Rights made or conceived by you alone or with others, that arises out of any Private and Confidential Information whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials; and



- iv) all Development Intellectual Property or Development Work made or conceived by you alone or with others, whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials.

You will at the Company's request, whether during the course of or after providing Services to the Company, do everything necessary, including signing all papers necessary or desirable to ensure that all Intellectual Property Rights assigned under this Agreement including such rights arising from the Development Intellectual Property or Development Work are vested exclusively in the Company or AVEVA Group or any AVEVA Group Company as the case may be, and to enable the Company or AVEVA Group or any AVEVA Group Company to, at its own expense, obtain in any part of the world, letters patent, design, copyright, or similar protection in respect of Intellectual Property Rights which belong to the Company or AVEVA Group or any AVEVA Group Company as the case may be including any such rights in respect of Development Intellectual Property or Development Work . You shall also, at the request and expense of the Company or AVEVA Group or any AVEVA Group Company, assist in the defence and prosecution in all countries of the said Intellectual Property Rights as may be required.

- 6.3 You consent to and authorise the Company or AVEVA Group or any AVEVA Group Company as the case may be, or its licensees or successors in title and any person authorised by it or its licensees or successors in title, to enjoy the full benefit of the assignment of rights in and to all Intellectual Property Rights, Development Intellectual Property and Development Work under this Agreement and to perform any acts or do any omissions which might otherwise amount to a breach of your Moral Rights in respect of such work.
- 6.4 For the purposes of this Agreement, "Moral Rights" shall mean any moral rights that you may have by operation of Section 57 of The Copyright Act 1957 as amended from time to time and under all similar legislation from time to time in force throughout the world in respect of any work or material made or conceived by you, the rights of which are assigned under this Agreement.
- 6.5 You shall not, during the course of providing Service to the Company, improperly use any confidential information or trade secrets of a former employer or a third party and have not brought and will not bring to the Company any materials or documents of a former employer or a third party that are not generally available to the public. You represent that your performance of all the terms of this Agreement does not and will not breach any agreement to keep in confidence information, knowledge or data acquired by you in confidence or in trust prior to providing Services to the Company.

7 Warranties

- 7.1 You warrant, represent and undertake as follows;
 - a) You shall expend sufficient effort so as to make any works assigned under this Agreement that are subject to copyright, including such works created for purposes of and relating to the Development Work, original in character and the said works shall be reduced to material form;



- b) the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, shall not be copied from any other works or materials and shall not incorporate the Intellectual Property Rights of any third party;
- c) the exercise or use by the Company or AVEVA Group or any AVEVA Group Company as the case may be, of the rights assigned to it under this Agreement does not and will not infringe the rights of any third party;
- d) you have not done, and shall not do nor agree to do, any of the following things without the prior written consent of the Company or AVEVA Group or any AVEVA Group Company as the case may be, if to do so would be inconsistent with the exercise of the rights granted to it under this Agreement, including:
 - i) grant or agree to grant to any third party, any rights to the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, or any improvements thereto; or
 - ii) assign, mortgage, charge or otherwise transfer to any third party any of the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, or any of its rights or obligations under this Agreement.

8 Security

- 8.1 You are required to comply with all security measures laid down by the Company from time to time.

9 Indemnities

- 9.1 You understand that breach of this Agreement could be detrimental to the Company or to AVEVA Group or to any AVEVA Group Company or to its or their customers or suppliers, or to your fellow employees collectively or individually, and that any such breach may lead to disciplinary action (including dismissal), civil proceedings for injunction and/or damages, and/or criminal prosecution.
- 9.2 You shall indemnify the Company for any loss, damages, costs and expenses arising out of or caused by any breach, non-observance or non-performance of any provisions of the Agreement by you, as explicitly proven, either during the course of providing Services to the Company or thereafter except for exemption as provided in paragraph 4.

10 Governing Law

- 10.1 The Agreement will be governed by and interpreted under the laws of India. The parties hereby agree to submit to the non-exclusive jurisdiction of the courts of India.

11 Miscellaneous

- 11.1 This Agreement supersedes any agreements and understandings previously made between parties relating to the subject matter hereof.



- 11.2 The headings of the sections of this Agreement are for convenience only and shall not determine or limit the provisions hereof.
- 11.3 If any one or more of the provisions or any part thereof contained in this Agreement shall be invalid, illegal or unenforceable in any respect under any law applicable thereto, the validity, legality and enforceability of the remaining provisions or part thereof contained herein shall not in any way be affected or impaired thereby.
- 11.4 You hereby agree that breach of this Agreement will cause the Company irreparable damage for which recovery of monetary damages would be inadequate, and that the Company shall therefore be entitled to obtain timely injunctive relief under this Agreement, as well as such further relief as may be granted by a court of competent jurisdiction.
- 11.5 No right under this Agreement shall be deemed to be waived except by notice in writing signed by the party waiving the right. A waiver by any party in respect of any breach of a condition or provision of this Agreement will not be deemed to be a waiver in respect of any other breach or provision. Failure or delay by any party to enforce any provision of this Agreement shall not be deemed to be a waiver by that party in respect of any right thereof, or of any other such breach.

Please acknowledge your understanding and acceptance to the terms and conditions as stated in this Agreement by signing and returning a duplicate copy to us.



SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For **AVEVA Solutions India LLP**

DocuSigned by:

Shhyaam Konka
Head of HR Services, India

ACCEPTANCE STATEMENT

I have read and understand, and agree to observe and to be bound by the terms and conditions as stated in this Confidentiality and Assignment of Rights Agreement.

Intern

Signed:
DocuSigned by:
Dasari Esha Vaishnavi
C1BEA99E483F46D

Name: Dasari Esha Vaishnavi

Date: 24 February 2023



December 06, 2022

PRIVATE AND CONFIDENTIAL

Dasa Harika

Dear Dasa Harika,

We are pleased to offer you (hereinafter also referred to as, the "Trainee") a position in StateStreet Corporate Services Mumbai Private Limited ("the Company"), a company incorporated under the laws of India and having its principal place of business at Hyderabad, commencing 09-January-2023 to 03-July-2023 under the following terms and conditions.

This offer is subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence before doing so, your commencement will be deemed acceptance of all terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Trainee, GMAS reporting to Sweta Kumari , Team Lead. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India.

SECURITY/ BACKGROUND CHECK

This offer of internship (and your continuing internship if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the internship commencing, the Company may terminate this contract immediately (without notice) and the internship will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of internship, as a condition of continued internship.

REMUNERATION

Subject to the due compliance of the Trainee's obligations stated herein, you will be entitled to consolidated lump sum remuneration (hereinafter also referred to as Stipend) of INR 30,000.00 per month and no other amounts or prerequisites whatsoever. The stipend amount shall be credited to your bank account on the last working day of each month. You will not be covered or entitled to any of State Street's benefit plans.

The Company shall be entitled at any time during your internship, and in any event on termination, howsoever arising, to deduct from your stipend any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your internship and arising out of the fulfilment of your responsibilities and duties.

HOURS OF WORK

You will be required to work 45 hours per week under this training program, your hours of work will be communicated to you by your manager. The requirements of your internship do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional stipend. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your internship with the Company.

TERMINATION WITH NOTICE

As a trainee either you or the Company may terminate your internship for any reason and at any time by giving to the other fifteen (15) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in internship and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:

- (a) not to attend the workplace;
- (b) not to contact or have any communication with its clients or customers;
- (c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
- (d) not to perform the duties of your position or become involved in any aspect of the Company's business;
- (e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
- (f) to perform any duties from home;
- (g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
- (h) to cease your access to the Company's computer system and confidential or business sensitive information;
- (i) to return any or all company property; or
- (j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your internship the Company may terminate your internship at any time without prior notice if in its opinion you:

- (a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
- (b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
- (c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
- (d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
- (e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Company;
- (f) become bankrupt or make any arrangement or composition with your creditors; or
- (g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as a trainee;
- (h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the trainee or you suffer from a permanent disability while employed, the Company shall not be liable to make any payment as trainees are not part of retiral benefits. The internship will be terminated with immediate effect in case of death.

LEAVE ENTITLEMENTS

You will be entitled to 1.5 days of leave for every month of the internship. Leave should be arranged after the approval from your manager. Leaves will be lapsed at the end of the internship if they are not utilized and there will be no encashment of leave.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBILITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your internship with the Company. You are not permitted to engage in any other internship without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as a trainee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your internship, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting internship with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your internship you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your internship contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting internship with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. As an ongoing condition of your internship, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your internship with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

- (a) in the course of your internship with the Company; or
- (b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your internship, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your internship or for a period of 6 months following the termination of your internship for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

- (a) entice away from the Company or any related bodies corporate, any officer, employee, trainee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, trainee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your internship.

DEALINGS WITH MEDIA

During your internship, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

- (a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or
- (b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your internship.

You agree that if you are required to collect, store, use or disclose personal information during the course of your internship, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your internship with the Company is at all times conditional upon:

- (a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and internship checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

- (a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
- (b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this internship agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the internship, and it supersedes any prior agreement, or understanding connected with the internship.

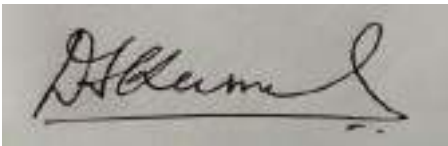
You specifically agree that in entering this agreement (or by commencing internship) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director
Head – Global Payroll and HR Operations
Date: December 06, 2022

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature

Name: Dasa Harika

Date:

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 24-08-2022**Name:** Himaja Karveda**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Himaja Karveda,**Sub:** Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "**VEDA IIT**" and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the "**Company**" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the "**Training Program**").

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **29th August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **1 day** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering on **29th August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Before 29th August 2022, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:

Date:

Name:

Signature:

II. Formalities to be completed by **29th August 2022**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

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

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **1 Day** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **29th August 2022**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Himaja Karveda Signature: _____

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on 29th August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:
Date:

Name:
Signature:





3rd Floor, BabuKhan Estate, Road number 36 Jubilee hills,
Hyderabad – Telangana 500033 -
+919866150105 +919885302841
email: venkatmadala@ciberts.com

Dear Jayasree Kolipakula,

Roll number: 160119735008

ECE,CBIT.

Gandipet – HYDERABAD - 500075

Subject: Offer for Data Analytics Internship for Jayasree Kolipakula.

Dear Jayasree Kolipakula,

I am writing to formally offer you the Data Analytics Internship position at CIBERTS After reviewing your application and speaking with your references, I am confident that you have the skills and enthusiasm we are looking for in an intern.

As a Data Analytics Intern, you will work closely with our team to support ongoing projects and develop your skills in data analysis and visualization. You will have the opportunity to learn from experienced professionals and contribute your knowledge and ideas to help drive our projects forward.

The internship will start on 06-2-2023 and last for 06-07-2023.

To accept this offer, please reply to this email by 07-06-2023. If you have any questions or need further information, please don't hesitate to reach out.

We are excited to welcome you to the CIBERTS team and believe that this internship will provide you with valuable experience and opportunities for growth.

Thanks, and Regards:

Venkat Madala

Founder / Consultant | Ciberts | (MCSE , CCNA , OCP , SCP,ISMS,RHCE,MCDBA)

phone: [+919885302841](tel:+919885302841)

mobile: [+919866150105](tel:+919866150105)

website: www.ciberts.com

email: venaktmadala@ciberts.com

address: 3rd Floor, BabuKhan Estate , Road number 36 Jubille hills , Hyderabad –
Telangana 500033





**Broadridge Financial Solutions (India)
Private Limited**
Registered Office:
Survey No. 64 (Adjacent to Cyber Towers)
Hi-TecCityMadhapurSerilingampallMandal
Ranga Reddy District, Telangana
CIN: U74999TG2007PTC052368
B +91 40 6627 8000, 4432 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Nov 29, 2022

Ms. Pasham Mounika,
5-3-66/1, Beside Veterinary hospital, Near BJP office, Kukatpally, Hyderabad 500072

Dear Mounika,

We are hereby pleased to inform you that you have been selected as an Intern in our organization. Your training period starts from January 09, 2023 and will end on June 30, 2023. During this period our organization will be imparting on the job training to you.

The company works 7 days a week, 24 hours a day. You may be required, during the assigned hours which might include night shifts, to avail the training. You will be required to undergo training 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. You will be paid a monthly stipend of Rs. 30,000/- (Rupees Thirty Thousand Only).

The organization reserves the right to terminate your training at any time during this training period.

The terms of this offer are intended to be kept strictly confidential.

In case of resignation of services, you will be required to give a one-month notice in writing.

Once again let me express our unanimous excitement at the prospect of your joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

Ankit Arora
Head Talent Acquisition



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

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

Private & Confidential

Reference: 186824

Dated: 24 November 2022
Nakka, Naga Geetha Krishna

Dear Naga Geetha Krishna,

It is our pleasure to offer you student internship to work on a project with Oracle India Private Limited, IDC (the **Company**) by way of this internship letter.

Appointment

Your project location would be Hyderabad.

The duration of your internship will be from **11 January 2023** to **07 July 2023**. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

Stipend

Under this internship, you will be paid a stipend of INR **50,000.00** per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings,

software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

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



Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

Guidelines For Interns

- To enable us to equip you with some of the skills that you may require in your future professional career, you would be required to be available for eight hours each working day at the Company, excluding breaks, during the course of your internship. Your mentor will communicate to you the specific timings that you need to maintain at the Company.
- You will be eligible to take leave of up to 2.25 days per month subject to prior notification and approval from your mentor, and you will be governed by the public/Government holidays as applicable to the Company's location where you are interning.
- You will have to sign our standard "Internship Non-Disclosure Agreement".
- You will be required to comply with the Company's background check process as applicable to interns prior to commencement of the internship. As part of your background check, as well as during the course of your internship, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information, as it may deem necessary, from time to time, as necessary for the purpose of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other group company, or to third party service providers, within or outside India, any such personal information relating to you.
- Access card for entry into Oracle office will be provided for the duration of the project, after which, you are required to return the access card.
- Any project carried out at the Company will remain the property of the Company and you will not be allowed to keep with you in any format or mode & any part thereof without the Company's express consent. All rights to such project will remain solely with the Company.
- You need to abide by all relevant company policies, including the policies concerning physical security, information security, discipline, confidentiality, conduct & ethics at workplace, etc.
- You shall be required to prepare a project report and a copy of the report shall be retained by the Company.
- If the project requires generation of source code, the same shall not be included in the project report, nor can you remove a copy of the source code from the office in any format or mode.
- In any work output/product resulting from this internship shall be disclosed by you that you were doing internship assignment for and on the Company's behalf and that the Company owns copyright of the reports/output you created.
- You shall not acquire the status of an employee nor a right to claim employment with the Company by virtue of your participation in this project/internship.

22 December 2022

OL Number : SKLR22-4739

Dear **Chenna pavani**,

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **4 January 2023** and will be ending on **13 May 2023**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **18000** per month and upto 15,000 INR incentives which will vary according to your performance. Your monthly target will be INR **300000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your training with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your tenure, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the training offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 9731420256. Please review this letter in full, and sign and return it via email to hr@skolar.in to confirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month or have to pay a compensation equal to 1 month stipend.
3. You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit)..
4. All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be eligible for a pre-placement offer at Skolar, the package shall be depending on performance during the internship (upto 7 LPA for undergraduates and upto 9 LPA for postgraduates).

I, **Chenna pavani**, accept the above offer and will begin the internship position on 4 January 2023.

Name:

Sign:



IGNITE | 8th Semester Pre Onboarding Internship Program | Offer Letter

2 messages

Campus Onboarding <Campus.Onboarding@ltimindtree.com>
To: rachelshanthi2221@gmail.com <rachelshanthi2221@gmail.com>

Tue, Feb 28, 2023 at 4:03 PM

Dear Rachel Shanthi,

We are pleased to offer you an internship opportunity (“**Internship**”) at LTIMindtree Limited (“**LTIMindtree**”). The terms and conditions of this offer are as follows and your Internship will be subject to and governed by these terms and conditions which shall be binding upon you receiving this email.

1. Internship Duration	:	9 to 12 weeks
2. Commencement Date	:	21 Feb 2023
3. Location	:	Remote
4. Stipend	:	Milestone based - Refer 12.

Additional Terms:

1. You acknowledge that the purpose of this Internship is to provide you with the opportunity to learn generally about information technology work and to gain practical experience and insights into the workplace and industry, and LTIMindtree does not derive an immediate advantage from the activities performed by you during the Internship Duration. It is essential for you to actively participate in this internship by completing the learnings successfully in the stipulated time period
2. The Stipend stipulated above is payable on completion of the milestones as set out in Clause 12 and on you joining LTIMindtree as a full-time employee. The amount of stipend that you will be entitled to will be determined as per the criteria set out in Clause 12. Please note that the said amount will be a one-time payment and will not form part of your cost to the company as a full-time employee. The said amount will be payable to you subject to applicable statutory and other deductions, and applicable tax withholdings. Any costs and expenses borne by you in connection with the Internship shall be your sole responsibility.
3. You may be permitted to be absent during the Internship Duration after obtaining prior approval from your Mentor and your stipend may be reduced, at LTIMindtree’s sole discretion and option, by the period of your absence. Prolonged, frequent, or unapproved absences may lead to immediate termination of your Internship upon notice from LTIMindtree.
4. While with us, you will be required to adhere to policies/practices of LTIMindtree as applicable to you in your capacity as an intern and as amended from time to time solely at the discretion of LTIMindtree (“**Policies**”). These policies will be shared with you before your internship commences and during the Internship Duration.
5. **Confidentiality:** As an intern, you will be privy to, have access to or receive Confidential Information (as defined below). You shall (i) use such Confidential Information solely in relation to and to fulfill your Internship; (ii) disclose Confidential Information only to such persons and as permitted in writing by LTIMindtree; (iii) treat the Confidential Information with all reasonable care; and (iv) return all Confidential Information (and all copies thereof) to LTIMindtree immediately upon termination or completion of your Internship. Your obligations to maintain secrecy and confidentiality of the Confidential Information shall continue after the termination of your Internship with LTIMindtree.

“Confidential Information” which means any information, data or non-public business, commercial, personal, or technical information of LTIMindtree, its affiliates, parent company, their personnel, or that of their clients including but not limited to research and development projects, services, and business operations, which may be disclosed in writing, orally, electronically, by or on behalf of LTIMindtree. Any documents and information, which reflect, incorporate, and/or are generated using any such Confidential Information, will also be deemed as Confidential Information. All Confidential Information shall be deemed as LTIMindtree’s trade secrets.

6. **Intellectual Property:** Title, interest, and ownership in all information, data, outputs, reports, codes, proprietary information or rights, materials, tools presentations, records, and intellectual property rights conceived, created, or developed by you in connection with or arising from your Internship, and/or making use of the Confidential Information shall vest solely and exclusively with LTIMindtree immediately upon creation without the need for any further act or payment of any remuneration. It is clarified that Section 19(4) of the Indian Copyright Act, 1957 shall not apply to any assignment of copyrights under this Letter and you hereby agree not to raise and waive all rights to raise, any objection or claim before the Indian Copyright Board with respect to the assignment pursuant to Section 19A of the Indian Copyright Act, 1957. Also, you may conceive newer and advanced methods to improve processes or systems during your internship; this will remain the sole property of LTIMindtree.
7. You agree to defend, indemnify and hold harmless LTIMindtree for any loss, liability, claim, costs, fines, and or damage suffered by LTIMindtree and its personnel as a consequence of any breach by you of this Letter, LTIMindtree' s instructions or any Policies.
8. LTIMindtree, at its sole discretion and option, reserves the right to withdraw, suspend and/or amend the offer of Internship and the terms of this Letter at any time prior to the Commencement Date specified above, and you acknowledge and agree that any such action and/or amendment by LTIMindtree shall be binding upon you immediately without any consequence on LTIMindtree.
9. You will be an Intern for the Internship Duration. This Letter and the Internship Duration may be suspended, terminated, or reduced (as appropriate) immediately with notice from LTIMindtree to you.
10. Issuance of Internship Certificate is always subject to the successful completion of the entire Internship Duration and at the sole discretion of LTIMindtree.
11. LTIMindtree may receive and collect personal data relating to you, including sensitive personal data or information (as defined in the Information Technology Act 2000 and rules made thereunder) (collectively "**Personal Information**"). LTIMindtree may process such Personal Information for relevant and limited purposes in connection with managing your internship and/or the business of LTIMindtree. You consent to (i) the collection, use, processing, storage, export, and transfer of your Personal Information by LTIMindtree and third parties; and (ii) the transfer and disclosure of your Personal Information held by LTIMindtree to any third parties within India or outside of India, in accordance with the LTIMindtree's privacy policy and subject to applicable law.
- 12.

Internship Milestone	8th Sem Stipend Reward (INR)*
Learning Completed with score 80% and above in first attempt in all 3 milestones	20,000
Learning Completed with score 60% - 79%	10,000
Learning Completed with score <60%	Not Entitled

*** This will be a one-time payment credited upon successfully completing the internship and post-onboarding as a full-time employee, followed by completion of L&D's Initial Learning Program.**

This Letter contains the entire understanding between you and LTIMindtree for your Internship and supersedes all previous discussions and agreements, whether oral or otherwise.

You agree and acknowledge that the Internship is being granted solely for training purposes and that you are not an 'employee' or a 'workman' of LTIMindtree for the purposes of any employment statute or under any law, and you are not entitled to any wages or any employment benefits (including but not limited to leave and statutory benefits) that are provided solely to employees of LTIMindtree.

This Letter and the relationship between us shall be governed by the laws of India and the courts at Bangalore, Karnataka, shall have exclusive jurisdiction over any disputes that may arise therefrom. LTIMindtree may apply for injunctive or other appropriate relief from any court of competent jurisdiction.

You agree that your electronic signature below will have the same force and validity as a handwritten signature, and that your signature represents your acceptance of this Letter and your agreement to abide by the terms herein.

We are confident that you will enjoy your experience with us and that the learning you derive will be mutually beneficial.

Looking forward to seeing your expertise in action soon!

Thanking You,

University Liaison & Early Career Engagement

LTIMindtree

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. LTIMindtree 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"

Rachel Shanthi <rachelshanthi2221@gmail.com>
To: Campus Onboarding <Campus.Onboarding@ltimindtree.com>

Tue, Feb 28, 2023 at 6:26 PM

I accept the offer.
[Quoted text hidden]

Date of Issue: 11th Jan 2023,

Dear B. Sai Keerthana,

Greetings from Kelly Services!

In pursuance of your application followed by your interview, we are pleased to offer you the position of Contract Analyst with our client Arcesium India Pvt Ltd Hyderabad on the mutually agreed terms and Conditions.

This Contract is from to 1st Feb 23 to 31st Jan 24 and the same will be renewed based on your performance and client confirmation.

You are requested to join the services of Arcesium India Pvt Ltd on 1st Feb 23.

The Annual CTC shall be Rs.723804/-. The Salary structure is attached herewith as Annexure-A.

Please bring the following documents on the day of joining:

Educational Certificates – Original and Photocopies

Experience Certificate, if applicable

Salary slips of last three months, if applicable

Signed copy of updated Resume

Resignation acceptance letter from previous employer.

4 Passport size photographs

Copy of PAN Card and original for verification

Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)

Copy of Aadhar Card and original for verification

This letter of offer is issued to you on the presumption that the furnished by you in your application are correct.

Please reply with your acceptance of the offer within 24 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 24 hours.

In case of any queries, feel free to contact the undersigned.

Annexure-A

Particulars	Monthly
Basic+DA (Should be equal to or higher then Minimum wage of respective Employee work State)	27,750
HRA (50% of Basic,Exclude Maharashtra)	13,875
Conveyance	1,600
Medical Reimbursement (1250 Per Month Max)	1,250
Other Allowance	11,025
Fixed Monthly Gross	55,500
Employer's Contb. To PF	3544
LWF (Employer)	1
Insurance	1,272
Monthly CTC	60,317
Deductions	
Fixed Monthly Gross	55,500
Employee's Contb. To PF	3,330
Professional Tax (Will vary based on State Rules)	200
Income Tax (Will Vary based on earnings and Savings)	As Applicable
LWF	1
NET PAY (Subject to deduction under P Tax, Income Tax and LWF if applicable)	51,969
Annual CTC	723,804

Best Wishes,
For Kelly Services India Pvt. Ltd.



Vandana Sharma
Operations Head- Staffing Solutions

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

Registered Office:
Sriram Samanthu
Chambers, #3287, 12thMain,
HAL 2nd Stage, Indiranagar,
Bengaluru - 560038 T +91
80 6708 1800

persolkelly.co.in



Shravani Koduru <shravani002k@gmail.com>

Fwd: Recommendation for Internship of Koduru Shravani

Dr.D.Krishna Reddy Professor <dkrishnareddy_ece@cbit.ac.in>
To: shravani002k@gmail.com

1 February 2023 at 00:15

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

From: **Dr.D.Krishna Reddy Professor** <dkrishnareddy_ece@cbit.ac.in>
Date: Mon, Jan 30, 2023 at 2:14 AM
Subject: Fwd: Recommendation for Internship of Koduru Shravani
To: ECE HEAD <hod_ece@cbit.ac.in>

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

From: **hrd dysl-sm** <hrd.dysl-sm@gov.in>
Date: Mon, Jan 30, 2023 at 1:07 PM
Subject: Re: Recommendation for Internship of Koduru Shravani
To: dkrishnareddy_ece <dkrishnareddy_ece@cbit.ac.in>

Dear Sir,

This has reference to the trailing mail regarding internship. The topic and duration are as follows:
Internship Topic: Motion capture using digital images.
Duration: 16th Jan to 31st July 2023

This is for your information.

सादर धन्यवाद/ Thanks & Regards

मानव संसाधन विकास/ Human Resources Development
डीआरडीओ युवा वैज्ञानिक प्रयोगशाला - स्मार्ट सामग्री/ DRDO Young Scientists' Laboratory for Smart Materials
कंचनबाग/ Kanchanbagh
हैदराबाद/ Hyderabad

फ़ोन/ Ph: 040-2955-1193

ईमेल/ Email: hrd.dysl-sm@gov.in

From: "hrd dysl-sm" <hrd.dysl-sm@gov.in>
To: "dkrishnareddy ece" <dkrishnareddy_ece@cbit.ac.in>
Sent: Wednesday, January 18, 2023 5:47:58 PM
Subject: Re: Recommendation for Internship of Koduru Shravani
[Quoted text hidden]





SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

PRIVATE AND CONFIDENTIAL

October 28, 2022

GNANADATHA REDDY B

Address

H.NO 2-85
Gargeyapuram, Kurnool.
Andhra Pradesh.

Dear GNANADATHA,

We are pleased to offer you an internship with Silabs India Private Limited (“Silicon Labs”). Your internship, should you accept, will begin on January 9, 2023 (the “Effective Date”) for the duration of 3 months and extendable.

- 1) You will be compensated Rs. 35000/- per month.
- 2) In addition to the duties that were outlined during your selection, you shall perform such other duties that are associated with the position and as Silicon Labs’ authorized representative deem necessary from time to time.
- 3) Although Silicon Labs expects the internship arrangement to be fruitful, the company reserves the right to terminate it based on circumstances with one month’s notice. Likewise, if due to any exigency, you wish to discontinue, you can do so with one month’s notice.
- 4) You shall dedicate your complete efforts and time to the company and agree to perform your duties faithfully and to the best of your ability. During your internship, you will abide by the Company’s policies. You agree not to engage in any other engagement, occupation or consulting activity for any direct or indirect remuneration without the prior written approval from a Silicon Labs authorized representative.
- 5) You must execute the Proprietary Information and Inventions Assignment Agreement (the “PIIA”) attached to this offer which shall take effect on the Effective Date.

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Website: silabs.com
CIN: U72900TG2020PTC139507

DS
BGR

This letter agreement supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter. We hope that this paid internship will be favorably received, and we look forward to you interning at Silicon Labs.

Sincerely,

DocuSigned by:

BE99C454E699439...

Néstor Ho
Director
Silabs India Private Limited

I accept the terms of this offer letter.

Signed: 
C9922E702A544DF...
GNANADATHA REDDY B

Date: 10/28/2022

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Website: silabs.com
CIN: U72900TG2020PTC139507

Proprietary Information and Inventions Assignment Agreement

Intern (Print): B. Gnanadatha Reddy

This Proprietary Information and Inventions Assignment Agreement ("Agreement") is made and entered into by GNANADATHA REDDY B ("Intern") and **Silabs India Private Limited** (CIN: U72900TG2020PTC139507) ("Silicon Labs" or "the Company") in furtherance to the Intern's internship contract dated January 9, 2023. The Intern and Silicon Labs are collectively referred to as the "Parties" and individually as the "Party."

In consideration of (i) my internship with Silicon Labs, (ii) specialized training in Silicon Labs' business and access to Silicon Labs' proprietary and confidential information that will be provided to me during my internship, and (iii) the compensation and additional benefits that will be paid or granted to me during my internship I agree to the terms set forth below.

The terms of this Agreement apply throughout my internship at Silicon Labs or any of its subsidiaries or affiliated companies, commencing with the first day of my internship at Silicon Labs, as set forth above.

1. PROPRIETARY INFORMATION

1.1 The term "**Proprietary Information**" refers to:

(a) all information belonging to, or otherwise relating to the business of, Silicon Labs or its parent, subsidiaries and affiliates (together the "**Silicon Labs Group**"), that is not generally known, and which the Silicon Labs Group has taken reasonable measures under the circumstances to protect from unauthorized use or disclosure; and

(b) all information belonging to, or otherwise relating to the business of a third party, that is not generally known, and which was disclosed by that third party to the Silicon Labs Group in strict confidence.

I understand that Proprietary Information may be contained in any medium, whether oral or written and may not be explicitly marked as proprietary, confidential or a trade secret. If I have questions about whether something is Proprietary Information, I will promptly ask Silicon Labs' Legal Department. I understand that common examples of Proprietary Information are:

- (i) Technical information that is in use, planned, or under development, such as information concerning the manufacturing, testing, and assembly of Silicon Labs' products, specifications and block diagrams of Silicon Labs' products, improvements, ideas, conceptions, compilations of data, data, processes, discoveries, formulas, and compositions of matter and processes relating to the Silicon Labs Group;
- (ii) Business information, such as information concerning business plans, operations, products, corporate strategies, marketing, sales, inventions, designs, costs, legal

strategies, finances, employees, current and prospective customers, licensees, or licensors;

- (iii) Information relating to future plans, such as marketing strategies, new product research, pending projects and proposals, proprietary production processes, research and development strategies, and similar items; and
- (iv) All “trade secrets” within the meaning of the Uniform Trade Secrets Act. I hereby waive any requirement that Silicon Labs submit proof of the economic value of any trade secret or, to the fullest extent permitted by law, to post a bond or other security to enforce its rights under applicable law.

1.2 Non-Disclosure

(a) Except when acting within the scope of my duties or with prior written authorization from the General Counsel or duly-authorized officer of Silicon Labs, I will not use, disclose, or reveal to any person any Proprietary Information provided to me or discovered by me before or during my internship with Silicon Labs.

(b) I will comply with Section 1.2 during and after my internship at Silicon Labs. Nothing in this Section 1.2 shall limit my non-disclosure obligations under any applicable rule, statute, regulation or other Company policy.

At the end of my internship or upon written request from the Company, I will immediately return all Proprietary Information and all electronic or printed copies, containing or in any way pertaining to confidential or Proprietary Information to Silicon Labs.

1.3 **Remedies for Breach.** I agree that my violation of this Agreement would cause irreparable harm to Silicon Labs. Accordingly, in the event of my actual or threatened breach of the provisions of this Agreement, Silicon Labs, in addition to all other rights, will be entitled to seek an injunction restraining me from breaching this Agreement.

2. RIGHTS IN DEVELOPMENTS

2.1 The term “**Inventions**” refers to each discovery, formulae, idea, improvement, work of authorship, or invention that I make, create, conceive, reduce to practice, develop, or discover, in whole or in part, alone or with others:

- (a) in the performance of any work for Silicon Labs;
- (b) which relates to Silicon Labs’ business; or
- (c) which results from any work performed for Silicon Labs or the use of Silicon Labs’ equipment, supplies, facilities or information.

2.2 The term “**Intellectual Property Rights**” refers to all trade secrets, patent rights, copyrights, trademarks, Moral Rights (if recognized) and other intellectual property rights recognized by the laws of any jurisdiction or country.

2.3 I assign and agree to assign to Silicon Labs all of my rights to any Inventions (and all Intellectual Property Rights with respect thereto), absolutely and forever, throughout the world and for the full term of each right, including renewals and extensions. All Inventions, in whatever form, is Silicon Labs' property and Silicon Labs shall be the sole owner of all Intellectual Property Rights in connection with such Inventions. Silicon Labs may freely develop and alter such Inventions, and license, sub-license and assign them to third parties without obtaining my prior consent. If any Invention or Intellectual Property Rights cannot be assigned under applicable law, I grant to Silicon Labs an exclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free, unlimited license that can be sublicensed (through one or multiple tiers), to use, reproduce, distribute, create derivative works of, publicly perform, publicly display and digitally perform and display such work in any media or form now known or hereafter known. Outside the scope of my service, I agree not to (a) distribute, modify, adapt, alter, translate, or create derivative works from any such work of authorship or (b) merge any such work of authorship with other Inventions.

2.4 During and subsequent to my internship with the Silicon Labs Group, I will perform all acts necessary to permit and assist Silicon Labs in documenting, perfecting, obtaining, maintaining, defending, and enforcing Intellectual Property Rights and/or my assignment with respect to such Inventions in any and all countries. This includes executing documents and cooperating in legal proceedings. I agree that such actions will be without compensation, but at Silicon Labs' expense. I irrevocably designate and appoint Silicon Labs and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents and to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.

2.5 Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure, and withdrawal, and any other rights that may be known as or referred to as "**Moral Rights.**" If Moral Rights cannot be assigned under applicable law and the following is allowed by the laws in the various countries where Moral Rights exist, I waive such Moral Rights and consent to any action of Silicon Labs that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by Silicon Labs.

2.6 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, all the assignment under this Agreement in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to me, even if Silicon Labs does not exercise the rights under the assignment within a period of one year from the date of assignment. I waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

2.7 I will not create any Inventions that are unoriginal or defame the Silicon Labs Group, its employees, officers, directors, consultants, agents, or any third party or constitute a violation of the rights of privacy of Silicon Labs' other employees or any third party.

2.8 I will keep complete, accurate, and authentic information and records on all Inventions. Such information and records, including copies, will be Silicon Labs' property and are considered Proprietary Information and therefore subject to Article 1. I will promptly surrender all such original and electronic or printed copies of such information and records when requested or within 24 hours from the end of my internship.

DS
BGR

2.9 I acknowledge and agree that nothing in this Agreement grants me, by implication, estoppel or otherwise: (a) a license to any rights in a Silicon Labs Invention or any Ownership Rights therein or (b) a license regarding and of Silicon Labs' existing or future Ownership Rights. If I desire to identify and state specifically that certain prior inventions are not subject to this Agreement (collectively, "**Retained Inventions**"), I will complete the Retained Inventions Statement attached as Schedule A to this Agreement. If I incorporate or help incorporate any Retained Inventions into an Invention, product or service, or rely upon any Retained Invention in discovering, developing, creating, conceiving, or reducing to practice any Invention, product or service, I hereby grant to the Company a nonexclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free license that can be sub-licensed (through one or multiple tiers), to all Intellectual Property Rights in such Retained Inventions.

2.10 **CONSENT TO PHOTOGRAPHY AND OTHER RECORDINGS.** I agree that my name, voice, picture and likeness may be used in Silicon Labs' advertising, training aids, and other materials that relate to the business of Silicon Labs without payment of separate compensation to me. I will not issue or release any articles, advertising, publicity, or other matter relating to Silicon Labs, or provide any information regarding Silicon Labs to any other person intending to do so, without Silicon Labs' specific written consent.

3. **CHOICE OF LAW**

3.1 I agree and consent to service by mail of any paper initiating any suit, action, or proceeding at the address set forth on my pay statement. I will update my address with Silicon Labs whenever a change in address occurs. I waive any objection to service by mail where Silicon Labs addresses service to the most recent address provided by me.

3.2 I agree that the laws of India shall apply to any suit, action, or other legal proceeding arising out of or relating to this Agreement, regardless of any contrary common law or statutory provisions related to conflicts of laws. The courts at Hyderabad shall have exclusive jurisdiction over all disputes or claims between the Parties under this Agreement.

4. **ASSIGNMENT.** I will not assign my rights or delegate any duties or obligations under this Agreement. The Agreement will be binding upon my heirs, executors, administrators, and other legal representatives. The rights and obligations of Silicon Labs under this Agreement shall inure to the benefit of and be binding upon the successors and assigns of Silicon Labs and Silicon Labs may freely assign its rights hereunder.

5. **SEVERABILITY.** If any provision of this Agreement is held to be unenforceable, such provision will be distinct and severable from the other provisions of this Agreement, and such unenforceability will not affect the validity and enforceability of the remaining provisions. If a court holds that the Agreed Period, scope, or any other restriction stated in any provision of this Agreement is unreasonable under circumstances then existing, the parties agree that the maximum duration, scope, or other restriction that the court deems reasonable under such circumstances will be substituted and that the court will have the power to revise any of those restrictions to cover the maximum period, scope, and/or other restriction permitted by law. It is the intent of the parties that the court, in establishing any such substitute restriction, recognize that the parties' desire is that the stated restrictions upon which the parties have agreed be honored to the maximum lawful extent.

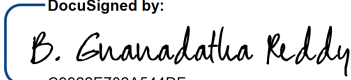
6. **MISCELLANEOUS**

6.1 The waiver by Silicon Labs of any provision of this Agreement, or the waiver by Silicon Labs of a breach of any provision of this Agreement by me, shall not operate or be construed as a further or continuing waiver of any subsequent breach by me.

6.2 This Agreement constitutes the sole and entire agreement between the parties relating to its subject matter, and it supersedes and cancels all previous written or verbal agreements or understandings between the parties except that this Agreement shall not be deemed to supersede or cancel any obligations of me under any deferred compensation or stock option award plan to which I may be a party.

6.3 I have carefully read and fully understand all provisions of this Agreement and am knowingly and voluntarily entering into this Agreement. I understand and agree that certain provisions of this Agreement, including Articles 1, 1.3, 2.10, 3, 5 and 6, survive termination of my internship with Silicon Labs for any reason and represent continuing obligations of me to Silicon Labs.

IN WITNESS WHEREOF, I have executed this Agreement on the date set forth below.

Intern Signature: 
Print Name: GNANADATHA REDDY B

Date: 10/28/2022

Annexure A to Proprietary Information and Inventions Assignment Agreement

Prior Inventions Statement

The following is a complete list of all the Prior Inventions in accordance with Section 2.9 of the Proprietary Information and Inventions Assignment Agreement.

Yes _____ I have no inventions to disclose.

NA _____ Below is a complete and accurate list of Prior Inventions, as that term is defined in the Agreement to which this Annexure A is attached.

Disclosure #	Invention Title
_____	NA
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

GNANADATHA REDDY B

By:

DocuSigned by:
B. Gnanadatha Reddy
C9922E702A544DF...

Print Name:

GNANADATHA REDDY B

Address:

H.NO 2-85
Gargeyapuram, Kurnool.
Andhra Pradesh.



December 13, 2022

Internship - Offer Letter

To,
Ippili Hemanth Sai Manikanta,
Door No:3-8-53, Ippili Street,
Near Chinna Bazaar,
Srikakulam - 532001

Dear Hemanth,

We are pleased to confirm to you our offer for the position of **Intern** at Meritus Intelytics Private Limited (“Merilytics”).

During the internship period you will be paid a monthly stipend as per details below:

Component	Amount	Type
Stipend	INR 27,500	Monthly
Internship Bonus*	INR 95,000	One-Time

*You will be eligible to get an internship bonus on joining the firm as a Full-time employee post completion of your internship. This will be a one-time bonus paid on completing 3-months as a Full-time employee.

We would like your start date to be **January 09, 2023**. You will be based out of the Hyderabad office.

Please note that this offer is contingent upon *signing of Merilytics’ Employment Agreement*

During your internship, you may have access to confidential and sensitive information belonging to the Company. By accepting this internship offer, you acknowledge that you will keep all such information strictly confidential and refrain from disclosing it to anybody outside the Company, including friends and family members. In addition, you agree that, upon completion of your internship, you will immediately return all the Company assets as required. Also, you agree that throughout your internship, you will adhere to the Company policies and procedures governing the conduct of business and employees. Non-compliance on any of the above clauses will result in disciplinary action, up to and including termination of the internship and any future employment with Merilytics.

Please note that, as an ‘Intern’, you will not be eligible for any other company benefits and perks. You will be allocated a fixed number of leaves per month (apart from the declared holidays). You will be based out of our Hyderabad offices. Your internship is expected to end on **June 16, 2023**. However, you have the right to terminate internship for any reason, or no reason, at any time by giving 15 days’ notice. Merilytics also reserves the right to terminate your internship by giving 7 days’ notice, which is not applicable if reasons are related to performance and fraud issues. The terms



of internship are not subject to change or modification of any kind except if in writing and signed by you and the CEO of Merilytics.

Please note, the offer is valid until **December 15, 2022**. To accept the offer, sign and date this letter as indicated below.

We are looking forward to having you on our team.

Sincerely,

For Meritus Intelytics Private Limited

Authorized Signatory

(Siddharth Jain)



I hereby declare that I have read and understood the terms and conditions of employment and I confirm that I will be joining the company, with an effective start date of _____.

Signature: *Ippili Hemantli Sai Manikanta*

Date: December 13, 2022



November 28, 2022

Madhu Chennoju

Dear **Madhu Chennoju**,

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Intern (Technical-IT) and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

- a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.
- b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Jan 9 2023** to **Jul 8 2023**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **30,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

- a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.
- b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.



8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy.

Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.
Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Madhu Chennju
CAACBB68A23D422...
Signature:

Date: November 28, 2022 | 12:12:18 AM PST

Name **Madhu Chennju**



Annexure I

You are required to sign the certain documents mentioned below.

- **Application for Employment,**
- **Proprietary Information & Inventions Agreement,**
- **Code of Ethics & Business Conduct**
- **Conflict of Interest survey**

Please note that the validity of this Internship letter is contingent upon the following conditions:

- The return of a signed copy of this internship letter on or before **Jan 9 2023**
- Providing original documents for verification of identity and credentials, as furnished in the Employment Application Form. You must present this on or before **Jan 9 2023**
- The submission of a fully completed Employment of Application Form along with
 - Copies of Professional Qualification
 - Copy of Passport and valid visas
 - 4 passport size photographs
 - Proof of address
 - Updated Resume
 - Proof of Age

The return of signed copies of the Synopsys Proprietary Information and Inventions Agreement, Code of Ethics and Business Conduct, and Conflict of Interest Survey (**will be given upon joining**).

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Madhu Chennju
CAACBB68A23D422...
Signature: **Madhu Chennju**

Date: November 28, 2022 | 12:12:18 AM PST



December 19, 2022

Manideepak Rao Chitneni
H.No : 10-1-17/C , Road No : 04 ,
Srihari Nagar,Ramnagar,Karimnagar, Hyderabad - 505001
manideepakrao24@gmail.com
8688741667

Dear Manideepak Rao Chitneni:

In connection with your practical training as part of your Bachelor of Engineering program, we are pleased to offer you an internship with Micron Technology Operations India LLP (**Micron**) on the terms set out in this letter, and the accompanying Standard Terms and Conditions (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Reporting and Location

The purpose of this training program is to provide you with relevant guidance and further equip you with experience that will be helpful in your future career. In furtherance of this you are required to report to Manager - IT BDA and be supervised by the person in that position, or such other position determined by Micron.

During the tenure of your training, you should work closely with Manager - IT BDA, or such other person as Micron may determine, who will guide you and review your assignment to ensure that the training is an enriching experience for you.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to attend other locations if required to do so by Micron from time to time.

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

2. Term

Your internship is for a term of 5 months, starting on February 06, 2023 up until July 07, 2023 (the period between these two dates being the "Term"), subject to the parties' rights of termination under clause 4 of the Standard Terms and applicable law.

The required period of notice for **clause 4.1(a)** of the Standard Terms (which deals with the notice of termination to be given by the parties) is 1 week.

3. Hours

Your initial hours of attendance during your internship are:

Hours of Attendance: Monday to Friday, 9.00 am to 6.00 pm
Meal break: 60 minutes

You will not be required to attend Micron for the purposes of your internship on any days which are observed by Micron as a public holiday (there are currently 10 per calendar year), and you will be paid your Stipend (as defined below) if that day would otherwise be a day upon which you attend Micron.

4. Stipend

You will receive a stipend during your internship (Stipend) at the rate of INR 22000 per month, subject to any applicable deductions.

Ch. Mani Deepak Rao

Micron Technology Operations India LLP
Corporate Office: Floor 9th & 10th, Aquila by Phoenix - Block B
Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District
Hyderabad – 500032, Telangana, India micron.com

You will however not be entitled to any other allowances or benefits given to the regular employees of Micron, save as provided in this letter. This is regardless of the terms of any Micron policy, plan or program which does or might suggest otherwise.

5. Other Benefits

Relocation Assistance

You are eligible for relocation assistance under the provisions of Micron's Intra-India Intern Relocation Policy (Policy), a copy of which accompanies this letter. Please refer to the Policy for complete details and descriptions of the relocation assistance. You will also have the assistance of a relocation management company (RMC) to help make the move to the new location a positive experience. Please note that this Policy and the benefits provided under it are subject to replacement, change or discontinuance at any time in Micron's discretion.

If you do not begin your internship at the internship location by the anticipated start date, you terminate your internship at Micron before the agreed end date, or Micron terminates your internship for misconduct, absenteeism or any other violation of company policy during your internship period, you agree to reimburse Micron immediately on a pro-rata basis for the costs of relocation assistance paid for or provided by Micron, including without limitation taxes and relocation service provider fees. The pro-rating factor will be worked out by reference to the period you attended Micron for the purposes of your internship compared to the total period agreed for the duration of your internship.

You authorise Micron to withhold from your final Stipend payment, to the extent permitted by law, any amount owed to Micron for repayment of relocation expenses and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this.

6. Additional Contractual Terms

The accompanying Confidentiality and Intellectual Property Agreement and the Standard Terms are incorporated into this letter and form part of the terms of your internship. During your training with Micron, you will be on the physical premises of Micron and hence you are expected to comply with all applicable Micron rules and regulations as enforced from time to time in respect of matters not covered in this letter.

You acknowledge also that Micron insists you not violate any confidentiality or other obligations that you owe to your prior employers and/or any third parties, and that you avoid creating any potential implication or appearance of wrongdoing. You must not take, use, or disclose any proprietary, confidential, or trade secret information (including hardcopy or electronic files, information, documents, or other materials) from any prior employer and/or any third party in connection with your internship at Micron.

Micron also insists that you do not retain any potentially confidential, proprietary, or trade secret materials from any prior employer and/or any third party. To the extent you have not done so already, please take this opportunity to search your personal email, cloud, and devices to ensure that you do not download, take, or retain – even inadvertently – any nonpublic business files or documents from any prior employer and/or any third party. If you locate any such files or documents, please return and/or delete them (as provided by your contracts with prior employers and/or any third parties) as soon as possible, so that you do not possess any such files or documents on the day you begin your internship at Micron.

Based on the foregoing, you represent that your internship with Micron will not breach any agreement to protect confidential information, knowledge, or data acquired by you in confidence or in trust prior to becoming an intern of Micron, and you will not use, access, or disclose to Micron, or induce Micron to use or disclose, any such confidential information or material belonging to any prior employer and/or any third party. Further, you agree that in the event you believe at any time that your internship with Micron would make it difficult for you to not disclose to Micron any confidential information or materials belonging to any prior employer and/or any third party, you will immediately inform Micron via email at new_hire_cert@micron.com and to your supervisor at Micron.

This offer is not an offer of employment and nothing in this letter renders you an employee of Micron, and you must not hold yourself out as an employee. During your internship, you will not be entitled to any of the benefits provided by Micron to its employees.

It is further clarified that you are not an "employee" or a "workman" for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Micron upon completion of your internship.

7. Foreign Citizenship

All Micron sites must observe U.S. export control rules that control information that may be provided to persons from *Cuba, Iran, North Korea, Sudan, and Syria*. Micron understands that you are *NOT* a citizen of any of these countries (even at a secondary level, such as "dual" citizenship with a new country). *If you are a citizen of, or hold dual citizenship with any of these countries, you must inform Human Resources immediately, to permit us to request an export control license for you if necessary.*

8. Acceptance

Please sign this letter, the accompanying Standard Terms and the Confidentiality and Intellectual Property Agreement and return them to Human Resources within 7 days of the date of this letter. If you do not do so then this offer will be automatically deemed withdrawn.

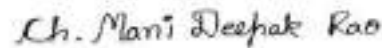
Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Manideepak Rao Chitneni, have read and understand this letter, the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept the terms and conditions of my internship offered therein.



22-12-2022

Signature

Date (mm/dd/yyyy)



**Micron Technology Operations India LLP (MICRON)
STANDARD TERMS AND CONDITIONS**

These Standard Terms together with the accompanying letter and Confidentiality and Intellectual Property Agreement set out the terms and conditions on which Micron offers you an internship.

1. Your Duties

1.1 You must:

- (a) perform to the best of your abilities and knowledge the duties assigned to you by Micron from time to time, whether during or outside its business hours, at such places as Micron requires and for Micron or any of its Related Companies as required by Micron;
- (b) devote your time and attention during Micron's business hours exclusively to the discharge of your duties;
- (c) comply with all lawful directions of Micron from time to time and comply with all laws applicable to your position and the duties assigned to you;
- (d) comply with all applicable Micron policies and procedures which Micron may vary and/or adopt from time to time and that are applicable to you by virtue of you being on the physical premises of Micron. Micron may adopt, change or rescind these policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so. Micron's policies and procedures apply to you and you must comply with their terms but they do not form part of this Agreement.

1.2 Without limiting your duties to Micron, during your internship you must not engage in any business or activity for any entity which conflicts with your duties.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.3**.

2. Hours of Attendance

2.1 Micron may change the hours associated with its attendance requirements from time to time. Micron may also change the nature of any such attendance requirements and/or replace any such attendance requirements with other attendance requirements.

2.2 You will be required to perform your duties in accordance with the attendance system

notified to you by Micron, or required to change from one system to another, depending on Micron's operational requirements from time to time.

2.3 In all cases you will need to be flexible about when you perform your duties and you will be required to attend as necessary to perform your duties and responsibilities, to the extent permitted by law. Unless stated otherwise by Micron policy, you will not receive any additional payment for attendance in excess of the hours stated in this Agreement (as varied from time to time by Micron), to the extent permitted by law, because the possibility of such requirement is reflected in your Stipend.

3. Leave and Absence

3.1 You may be granted one day of paid absence per month due to medical issues during the tenure of your internship (equivalent to 12 days per year). Any day not used during the month will remain available for use until no later than the end of the calendar year. You will not be entitled to encash any leave at the time of exit. Before granting absences for medical reasons, or during or after any period of absence due to medical reasons, Micron may require you to provide to Micron satisfactory evidence confirming your illness or injury, which may include, if reasonably practical, a medical certificate.

3.2 You are required to notify Micron immediately of every absence from your internship and its probable duration. Upon request by Micron, you must promptly provide Micron with reasons for the absence.

4. Termination

4.1 Your internship may be terminated at any time by either party:

- (a) giving the other party the required period of notice in writing as set out in the accompanying letter; or
- (b) by paying the other party an amount equal to your Stipend in lieu of notice for that period; or
- (c) in part by giving the other party notice in writing and in part by making a payment of your Stipend to the other party in lieu of notice.

4.2 Your internship may be terminated by Micron at any time without notice:

- (a) if you are guilty of serious misconduct, including, without limitation:

- (i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of your internship;
- (ii) commission of any act or omission that causes imminent, or serious, risk to:
 - (A) the health or safety of a person; or
 - (B) the reputation, viability or profitability of Micron's business;
- (iii) in the course of your internship, engaging in theft, fraud or assault;
- (iv) intoxication while at Micron; or
- (v) refusing to carry out a lawful and reasonable instruction;
- (b) if you engage in conduct that could bring you or Micron or any Related Company into disrepute;
- (c) if you are certified medically unfit to perform your duties or if you fail to meet the relevant minimum health standards imposed by Indian authorities (if any);
- (d) if you breach any material provision of this Agreement or the CIPA; or
- (e) on any other ground for which Micron would be entitled at law to this Agreement without notice.

4.3 Micron may exclude you from its premises without any payment of your Stipend while investigating any matter which Micron believes could lead to Micron exercising its rights under **clause 4.2**.

4.4 Your internship will terminate automatically at the expiry of the Term.

4.5 Termination under **clause 4** or due to the expiry of the Term does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.

5. Stipend

Your Stipend will accrue pro-rata each month in accordance with the days upon which you are scheduled to attend Micron for the purpose of your internship that month. Micron may recover from your Stipend, or any other payment due to you from Micron, any overpayments made to you in respect of any payment made to you by Micron or any Related Company and any further amounts owed by you to Micron or any Related Company.

6. Warranty

You warrant that:

- (a) you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your internship with Micron;
- (b) your internship with Micron will not violate any agreement with, or rights of, any third party;
- (c) except as expressly authorized by Micron in writing, you will not use or disclose your own or any third party's confidential information or intellectual property when carrying out your internship; and
- (d) you have not retained anything containing any confidential information of a third party, whether or not created by you.

7. Severability

Part or all of any clause of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

8. Waiver

The failure of either party at any time to insist on performance of any provision of this Agreement or to fail to exercise a right under this Agreement is not a waiver of its right at any later time to insist on performance of that or any other provision of, or exercise that or any other right under, this Agreement.

9. Successors and Assigns

Micron will have the right to assign this Agreement to the extent permitted by law and all covenants and agreements herein will then be for the benefit of, and be enforceable by, such successors and assigns. This Agreement is personal to you and cannot be assigned by you.

10. Entire Agreement

This Agreement and the CIPA:

- (a) constitute the entire agreement between the parties as to their subject matter; and
- (b) in relation to that subject matter, supersede and replace any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party.


11. Headings

Headings are for ease of reference only and do not affect the meaning of this Agreement.

12. Alteration, Exercise of Rights and Policies

This Agreement may only be altered in writing signed by each party. The exercise of any right or discretion by Micron under this Agreement or in connection with your internship is in its absolute discretion and is not subject to any implied restrictions. A reference to any Micron policy, procedure or practice is a reference to that policy, procedure or practice as adopted, changed or replaced by Micron from time to time.

Manideepak Rao Chitneni
Intern Name (print)


Signed

22 - 12 -2022
Date (mm/dd/yyyy)

13. Governing Law

This Agreement is governed by the law applicable in India and the parties irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of Bangalore.

14. Definitions

14.1 **Agreement** means these Standard Terms and the accompanying letter.

14.2 **engage in** means to participate, assist or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent manager, employee, beneficiary, partner, associate, trustee or financier.

14.3 **Related Companies** means and includes any firm, company, corporation or other organization which:

- (a) is directly or indirectly controlled by Micron and/or by Micron Technology, Inc; or
- (b) directly or indirectly controls Micron; or
- (c) is directly or indirectly controlled by a third party who also directly or indirectly controls Micron,

(a) and, for such purposes, the term "control" when used with respect to any person means the possession, directly or indirectly, of power to direct or cause the direction of the management and policies of such person, whether through the ownership of shares or by contract or otherwise.

14.4 Unless the context otherwise requires, terms defined in the accompanying letter have the same meaning in these Standard Terms and vice versa.

To

Date: 4th January, 2023

Pratham M

Subject: Internship Offer Letter

Dear Pratham M

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **23rd January, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to Rs **200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs **900,000** INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

INTERNSHIP OFFER -LETTER

To,

Mr. Saahil Singh,

B#301, CASA ROUGE APTS, JUBILEE GARDEN ROAD#8, KONDAPUR, HYDERABAD, 500084.

In reference to your application, we would like to congratulate you on being **selected** for an internship with **Vaakruthi Software Solutions Pvt Ltd.**

Your work is scheduled to start **on 23rd January, 2023** for a period of **6 months**. During this period, you will get paid **Rs. 22,000 (Rupees)** and you will be working as a Trainee. The technical platform and job role will be shared with you by your manager on the day of your joining.

Position Title: Internship

Start Date : January 23, 2023

End Date : July 22, 2023

Reporting Relationship/Supervisor: You will be reporting to Diana D'silva, AVP-HR of Vaakruthi, Ms. Diana may be contacted by email diana@vaakruthi.co.in

Note:

- Number of working days is 5 days a week
- During your internship, you are expected to be disciplined and sincere towards your job responsibility
- The company reserves the right to pay or recover stipend in lieu of the notice period (if applicable) or to relieve you before the expiry of notice period
- You are required to serve 30 days' notice period without fail, or else the management of can hold your relieving letter.
- If College/University exams are pending then you are allowed to take leaves for exams and related activities in accordance you will have to produce relevant letter from your TPO with examination dates and get it approved by your manager

Again, congratulations and we look forward to working with you.

Yours Truly,



Diana Dsilva

AVP-HR

Vaakruthi Software Solutions Pvt Ltd.

28 February 2023

To

Sai Kalyan Annan

Dear Sai Kalyan Annan,

Congratulations! Moschip Technologies Limited (Formerly MosChip Semiconductor Technology Limited) is pleased to offer you employment on the following terms. This letter supersedes any and all previous offers verbal or in writing and is contingent upon successful completion of your background check.

1.Position: Your position will be **Trainee Engineer - Analog Design**. This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years six months (Liquidated damages for breach of agreement - Nine Lakhs Rupees).

2.Compensation: The Company will pay you **INR 324000** (Three Lakh Twenty Four Thousand Rupees) per annum inclusive of all benefits as shown in Annexure A. Your salary will be reviewed after the successful completion of your probation period, subject to your training performance evaluation which would be in between **(Rupees Five Lakh Fifty Thousand to Six Lakhs) 550,000 to 600,000/-** per annum as Total CTC. MosChip reserves the right to terminate your employment if your performance is not meeting our expectations.

3.Training/Probation: You will initially be on classroom training and probation for a period of six months from your date of joining, post which you're training for another one year would be on the job. It may be curtailed or extended based upon your performance and the decision of the management. You will be considered for probation completion after due evaluation and satisfactory performance. If you are absorbed in the company as regular employee, subject to you clearing the basic qualification needed for the job (Graduation – B. Tech) you will be entitled to the regular employee benefits as per the policy applicable.

4.Transfer: Your work location is Hyderabad. During your employment with the company, you will be liable to be transferred or deputed to any of the offices/departments of the Company/ Associate/ Subsidiary/ Group Companies/Client locations, whether anywhere in India or abroad on the same or similar terms and conditions of the employment.

5.Non-Disclosure Agreement: Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Non-Disclosure Agreement and you are required to execute an Employee Comprehensive Agreement.

6.Employment Relationship: Your employment with the Company will be governed as per the terms agreed in Service Agreement. The Company or you can terminate employment by giving written notice or salary in lieu of 90 days and subjected to terms agreed in Service Agreement. However, in the event of gross misconduct or breach of the terms and conditions, the Company is entitled to terminate your employment with immediate effect.

Moschip Technologies Limited

7th Floor, "My Home Twitza"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015 CIN : L91909TG1999PLC032184



We hope that you will accept our offer to join our Company and that you have a long, happy and fruitful career here. You may indicate your agreement with these terms and accept this offer by signing and dating of this letter agreement and the enclosed Non- Disclosure Agreement and returning them to me. This offer, if not accepted, will expire at the close of business on **02 March 2023**. Your employment is also contingent upon your starting work with the Company on or before **06 March 2023**. We look forward to having you join the team.

Very truly yours,

Moschip Technologies Limited

By:

Kalpana Rao

Vice President - HR

I have read and accept this employment offer

Signature: _____

Dated: _____

Agreed Upon Start Date: _____

Moschip Technologies Limited

7th Floor, "My Home Twitza"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015 CIN : ~~L9909TG1999PLC032184~~ 68

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	129600	10800
HRA	51840	4320
Special Allowance	120960	10080
Gross Salary	302400	25200
Employer PF Contribution	21600	1800
Fixed CTC	324000	27000
Total CTC	324000	27000
Employee PF Contribution	21600	1800
Professional Tax	2400	200
Net Pay Excluding TDS	278400	23200

Medical Insurance (Med-Claim) *: Employee immediate family (Spouse and 2 children, set of Parents/In Laws) is insured to a sum of INR 3 Lakhs.

Personal Accident Insurance*: Employee is insured to a sum of 72 times the monthly basic, Maximum Coverage is 20 Lakhs.

*Premium paid by MosChip, insurance benefits are subjected to company policy, as applicable.

Gratuity*:As per the Gratuity Act 1972.

By: 

Kalpana Rao

Vice President - HR

Moschip Technologies Limited

7th Floor, "My Home Twitza"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015 CIN : L91909TG1999PLC032184



Signion Systems Pvt Ltd.

71 & 72, ANRICH, IDA Bollaram, Hyderabad - 502 325, INDIA.

Tel : +91 98480 76172 | info@signion.com | www.signion.com

CIN : U72200TG1989PTC009904

INTERNSHIP OFFER LETTER

December 07, 2022

Mr. G. Satya Sai Eeshwar Ganesh
Chaitanya Bharati Institute of Technology
Gandipet, Hyderabad – 500 075

Dear Mr. Satya Sai Eeshwar Ganesh,

On behalf of Signion Systems Pvt. Ltd., we are pleased to offer internship to you as a "Communications Engineer Intern" in our company. Your internship will commence from January 02, 2023.

As an intern, you will be paid a sum of ₹15,000/- (Rupees Fifteen thousand only) per month as a stipend during your training period, scaled down as per your attendance and performance during the internship. You would also be eligible for a bonus up to ₹1,00,000/- at the end of the internship, upon achieving the goals outlined at the beginning of the internship.

Your internship will be for a period of six months. However, the company may terminate your internship in case of lack of attendance or satisfactory performance with or without notice at any time. Based on the evaluation done by your supervisors, your status in the organization may be revised to full-time employment with a minimum CTC of ₹7,00,000/- per annum.

You must submit the copies of your certificates as a proof of your educational qualifications, Aadhar Card, PAN Card, bank account details, Covid vaccination certificate, along with a latest passport size color photograph for our records.

During internship you may receive confidential information about our company, signing this letter will confirm that you will not disclose that information to any third party. After the completion of internship, you shall immediately return all the company equipment and data (electronic/physical).

Please feel free to contact us on +91-98480 76172 or +91-98481 46359 or mail to admin@signion.com for any further clarifications.

Kindly send us a signed copy of this offer letter as an acceptance of the same on or before 12th December 2022. By signing this offer letter, you agree to follow the employment policies of our company. We look forward to welcoming you as a new team member.

For SIGNION SYSTEMS PVT. LTD.

(Chandana Nagesh)
Manager-Accounts & Admin.



Acceptance by intern:

Date:

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 24-08-2022**Name:** SESHASAYANA REDDY KOPPULA**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** SESHASAYANA REDDY KOPPULA ,**Sub:** Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “**VEDA IIT**” and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the “**Company**” and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the “**Training Program**”).

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company’s customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **29th August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **1 day** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering on **29th August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Before 29th August 2022, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:

Date:

Name:

Signature:

II. Formalities to be completed by **29th August 2022**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

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

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **1 Day** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **29th August 2022**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: SESHASAYANA REDDY KOPPULA Signature: _____

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on 29th August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:
Date:

Name:
Signature:



December 22, 2022

Dear Teja Kammari,

Congratulations! We are pleased to offer you the position of “**Student Trainee**” as **Internship** at Samsung Semiconductor India Research (“SSIR”), a Division of Samsung R&D Institute India – Bangalore (“SRIB”) from **January 23, 2023** to **22 July 2023**.

Stipend and Benefits:

1. You will be entitled to a stipend of **INR. 50,000/-** per month.
 - a. Professional Tax of INR 200 monthly is applicable
2. You are eligible to use the company transport (to and from the company) and cafeteria free of cost.
3. You will be covered under the **Group Personal Accident Insurance Policy** (as per the company policy).
4. Scope of work in the Internship Program at SSIR is part of your academic curriculum only and not covered as FTE (Full Time Employee)
5. Internship completion letter will be shared during the end of the Internship Program with closure on Internship Program exit formalities.

This offer is valid subject to your acceptance on or before **December 23, 2022**.

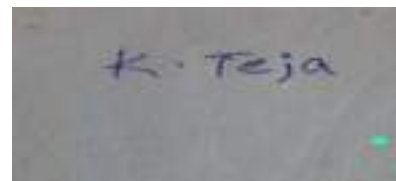
Please return a copy of this letter duly signed by you as a token of your acceptance of the offer. Please share a copy of all your testimonials along with the originals for verification on the date of joining.

We trust that this internship will be mutually beneficial to you and to Samsung. The pre placement offer is subject to company’s discretion. We look forward to welcoming you to Samsung very soon!

For Samsung Semiconductor India Research (“SSIR”), a Division of Samsung R&D Institute India – Bangalore (“SRIB”)

Naveen Kumar N

Naveen Kumar N
Associate Director



I Accept : Yes
Date : 22-12-2022

Samsung Semiconductor India Research (SSIR), Division of Samsung R&D Institute India – Bangalore Pvt. Ltd., South Block, Bagmane Goldstone Building, Outer Ring Road, Mahadevapura, Bangalore- 560 048, Karnataka; Tel: +91-80-46097000 Registered office: #2870, Phoenix Building, Bagmane Constellation Business Park, Outer Ring Road, Doddanekundi Circle, Marathahalli Post, Bangalore – 560037, Tel: 91-80-6126, CIN – U72200KA2004PTC035309



28/11/2022

Dear **Nereti Vamsi Vardhan**,

We are pleased to offer you a **6 Months** Internship with AcmeGrade Pvt. Ltd. "At- will basis" which can be extended. Please find the following confirmation of your internship:

Training Date: **06/02/2023** to **19/02/2023**

Internship Start Date: **20/02/2023**

Internship End Date: **20/08/2023**

Your job title will be "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

AcmeGrade Pvt. Ltd.

HustleHub, TechPark, 27th Main Rd,
ITI Layout, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <careers@acmegrade.com> within **two working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.**

NOTE: After completion of the internship your package will be from 4 - 6 LPA .

Working Hours: 8 Hours / day

Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship

Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with AcmeGrade, and will report on the mentioned training date.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
VP – Human Resources,
AcmeGrade Pvt. Ltd.

Annexure-1

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination• 12th standard or equivalent examination• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Color Scanned Copy of your Photographs
3.	Scanned Copy of Aadhaar Card, Voter ID or Driving License.
4.	PAN Card, Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



INTERNSHIP OFFER LETTER

Date: 10/01/2023

Place: Hyderabad

Vijay Kumar Pilla, S/O: Pilla Janardhan Rao, Plot No-171, Srinivas Nagar, Chintal, Quthbullapur, Hyderabad.

Dear **Mr. Vijay Kumar Pilla,**

It is our pleasure to offer you an internship-training as a project intern in the Department of **Business Solutions** at **Brane Services Private Limited**, Hyderabad. This appointment will begin on **16th January 2023** with an internship stipend of **INR 20000/-** per month. You will work for **45 hours** per week totalling to **1080 hours** for the duration of the internship. You will be working from office location address: **Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal, Hyderabad-500081**. However, at the sole discretion and options of the Organization You may be given an opportunity for working from home depending on the Organization's working policy and the prevailing COVID-SARS pandemic situation.

We anticipate that your internship appointment will continue for **6 Months** i.e., till **17th July 2023**, contingent upon your training progress, funding availability, program needs and satisfactory performance.

On your joining day You will be reporting to **Leadership Module/HR Team** and for your internship period You will be collaborating and working with your **Module Leader** working in **Business Solutions**. "On completion of 60 days tenure as an intern at Brane, you may be provided an offer of employment, subject to successful completion of an internal assessment and obtaining satisfactory performance feedback from relevant stakeholders. However, if you are unable to complete the assessment and or in case of failure in obtaining satisfactory performance feedback from stakeholders, you will be given a further opportunity to take a final assessment post completion of 30 days from the date of first assessment however, this is subject to your continuation of internship at Brane"

Please note that this is not any offer for permanent employment in our Organization. This offer for internship does not entitle you for any automatic or permanent employment with our Organization either during or after successful completion of your internship with us. Your internship may be terminated at any time at the sole discretion of the Organization with or without any reason. During your internship You will not be eligible for any benefits (or) emoluments (or) schemes which our Employees are eligible for or awarded. You shall strictly adhere to and follow in letter and spirit the Organizational policies and the guidelines issued by your Supervisor from time to time. If You do not agree with any of these terms and conditions, please do not accept or sign this internship offer letter.

We look forward to working with you. Please do not hesitate to call **Leadership Module/HR Team** if you have any questions about your internship. If you are unable to access the websites indicated in this letter, please contact **Leadership Module/HR Team** for a hard copy of these materials.

If You accept to the above terms and conditions and the internship opportunity, please send us a counter signed copy of this letter as an acknowledgement of acceptance to the above and also the Internship.

Thanking you,

for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad, Rangareddi,

TG-500081



INTERNSHIP OFFER LETTER

Akshaya Enjamoori, D/O: Enjamoori Sreenivas, H.No:2-3-141/B/2A, Sathya Sai Nagar Colony, Narayankhed, Telangana.

Date: 10/01/2023

Place: Hyderabad

Dear Ms. Akshaya Enjamoori,

It is our pleasure to offer you an internship-training as a project intern in the Department of Business Solutions at Brane Services Private Limited, Hyderabad. This appointment will begin on 16th January 2023 with an internship stipend of INR 20000/- per month. You will work for 45 hours per week totalling to 1080 hours for the duration of the internship. You will be working from office location address: Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIIC, Madhapur, Serilingampally, Mandal, Hyderabad-500081. However, at the sole discretion and options of the Organization You may be given an opportunity for working from home depending on the Organization's working policy and the prevailing COVIDSARS pandemic situation.

We anticipate that your internship appointment will continue for 6 Months i.e., till 17th July 2023, contingent upon your training progress, funding availability, program needs and satisfactory performance.

On your joining day You will be reporting to Leadership Module/HR Team and for your internship period You will be collaborating and working with your Module Leader working in Business Solutions. "On completion of 60 days tenure as an intern at Brane, you may be provided an offer of employment, subject to successful completion of an internal assessment and obtaining satisfactory performance feedback from relevant stakeholders. However, if you are unable to complete the assessment and or in case of failure in obtaining satisfactory performance feedback from stakeholders, you will be given a further opportunity to take a final assessment post completion of 30 days from the date of first assessment however, this is subject to your continuation of internship at Brane"

Please note that this is not any offer for permanent employment in our Organization. This offer for internship does not entitle you for any automatic or permanent employment with our Organization either during or after successful completion of your internship with us. Your internship may be terminated at any time at the sole discretion of the Organization with or without any reason. During your internship You will not be eligible for any benefits (or) emoluments (or) schemes which our Employees are eligible for or awarded. You shall strictly adhere to and follow in letter and spirit the Organizational policies and the guidelines issued by your Supervisor from time to time. If You do not agree with any of these terms and conditions, please do not accept or sign this internship offer letter.

We look forward to working with you. Please do not hesitate to call Leadership Module/HR Team if you have any questions about your internship. If you are unable to access the websites indicated in this letter, please contact Leadership Module/HR Team for a hard copy of these materials.

If You accept to the above terms and conditions and the internship opportunity, please send us a counter signed copy of this letter as an acknowledgement of acceptance to the above and also the Internship.

Thanking you,
for Brane Services Private Limited

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad, Rangareddi,

TG-500081

Acknowledgement and Acceptance:

I have read and understood the terms and conditions of this internship offer letter and I unconditionally accept them and I am herewith signing this letter as proof of acknowledgement of the receipt and also an unconditional acceptance of it from my side.



Signed by

Name : Akshaya Enjamoori

Father/Mother Name : Enjamoori Sreenivas

Age(In Years) : 20 years

Permanent Address : 2-3-141/B/2A, Sathya Sai nagar colony,
Narayankhed,Sangareddy district
Telangana-502286

Communication Address : Vasanthalaxmi PG girls hostel
Vinayak Nagar,Gachibowli
Hyderabad,Telangana -500075

College Name and Address : Chaitanya Bharathi Institute of Technology ,Gandipet
Hyderabad,Telangana-500075

College Professor Reference : Dr.P.Sathish psathish_ece@cbit.ac.in

Brane Services Private Limited



28/11/2022

Dear **J.Ankitha**,

We are pleased to offer you a **6 Months** Internship with AcmeGrade Pvt. Ltd. "At- will basis" which can be extended. Please find the following confirmation of your internship:

Training Date: **06/02/2023** to **19/02/2023**

Internship Start Date: **20/02/2023**

Internship End Date: **20/08/2023**

Your job title will be "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the careers@acmegrade.com within **two working days from the receipt of this mail. The offer shall stand automatically withdrawn** without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.

NOTE: After completion of the internship your package will be from 4 - 6 LPA .

Working Hours: 8 Hours / day

Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship

Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Acmegrade, and will report on the mentioned training date.

SIGNATURE: _____ J Ankitha _____

DATE: 30/11/2022 _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
VP – Human Resources,
Acmegrade Pvt. Ltd.

Annexure-1

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"> • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Color Scanned Copy of your Photographs
3.	Scanned Copy of Aadhaar Card, Voter ID or Driving License.
4.	PAN Card, Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



**Broadridge Financial Solutions (India)
Private Limited**
Registered Office:
Survey No. 64 (Adjacent to Cyber Towers)
Hi-TecCityMadhapurSerilingampallMandal
Ranga Reddy District, Telangana
CIN: U74999TG2007PTC052368
B +91 40 6627 8000, 4432 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Nov 29, 2022

Ms. Linga Anuhya,
Vasanth Lakshmi women's PG, Gachibowli 500032

Dear Anuhya,

We are hereby pleased to inform you that you have been selected as an Intern in our organization. Your training period starts from January 09, 2023 and will end on June 30, 2023. During this period our organization will be imparting on the job training to you.

The company works 7 days a week, 24 hours a day. You may be required, during the assigned hours which might include night shifts, to avail the training. You will be required to undergo training 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. You will be paid a monthly stipend of Rs. 30,000/- (Rupees Thirty Thousand Only).

The organization reserves the right to terminate your training at any time during this training period.

The terms of this offer are intended to be kept strictly confidential.

In case of resignation of services, you will be required to give a one-month notice in writing.

Once again let me express our unanimous excitement at the prospect of your joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

Ankit Arora
Head Talent Acquisition

To

The Head of Department
Electronics and Communication Engineering (CBIT)
Hyderabad.

Sub: Internship – 19th February 2023 to 2nd June 2023

We would like to offer internship to Ms. Gowri Reddy bearing roll no : 160119735067 who is currently doing her 8th semester in ECE Department from 19th February 2023 to 2nd June 2023.

She would be working in the marketing department and creating content for our website. During the internship, she will receive a stipend of Rs. 12000/- per month. She will be given relaxations as per the academic requirements from the Internship.

Thanking you,

Best regards
S. Gopi krishnan
CEO



Aditri Pharma sciences Private Limited
Hyderabad





13-Jan-2023

Candidate ID: 24198166

Harshitha Bandari
B.Tech Electronics & Communication Engineering
Chaitanya Bharathi Institute of Technology

Dear **Harshitha Bandari**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

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 outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.
- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.
- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.
- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.
- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may 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. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

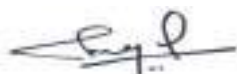
Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- 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.,



Maya Sreekumar

Vice President - Human Resources

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

Signature:

Date:

To

The Head of Department
Electronics and Communication Engineering (CBIT)
Hyderabad.

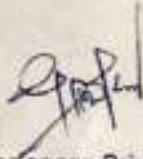
Sub: Internship – 19th February 2023 to 2nd June 2023

We would like to offer internship to Ms. Hasika Nalgonda bearing roll no : 160119735069 who is currently doing her 8th semester in ECE Department from 19th February 2023 to 2nd June 2023.

She would be working in the marketing department and creating content for our website. During the internship, she will receive a stipend of Rs. 12000/- per month. She will be given relaxations as per the academic requirements from the Internship.

Thanking you,

Best regards
S. Gopi krishnan
CEO



Aditri Pharma sciences Private Limited
Hyderabad



AGREEMENT

16- February - 2023

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

JAGRUTHIE SADULA

aveva.com

Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -500008
Telangana State. India.
Registered in India. LLP PIN AAB-8674

Site Office:
AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSIIIC Limited IT/ITES SEZ, Nanakramguda
Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

This employment agreement is entered at **Hyderabad** on 16-February-2023

BY AND BETWEEN:

AVEVA Solutions India LLP, a company having its registered office at [Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India] hereinafter referred to as the **Company**.

AND

Jagruthie Sadula a citizen of India, with address at Plot No. 415, housing board colony, Vinayak Nagar, Nizamabad, Hyderabad, India – 503003 hereinafter referred to as an **Intern**.

Jagruthie Sadula agrees to be retained by the Company under the terms and conditions set forth below:

1. Duration of Assignment

Your assignment commences with effect from **6th March, 2023** ends on **22nd May, 2023**.

2. Scope of work

The company hereby engages you as Intern for Software Development Services and other related activities. You shall provide your services with respect to the assigned work. You shall deliver such services at the company's place of work. Specifics of daily tasks/deliverables shall be communicated to you by your immediate manager.

3. Compensation:

In consideration of the services rendered by the Intern to the Company, the Intern is entitled to receive a sum of **INR 20000** per month towards stipend.

4. Compliance:

You shall be responsible for all statutory compliance at AVEVA Solution India LLP, Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India. You will also abide by all the working rules, code of conduct, behavior, communication that is applicable for others working in the said office.

5. Duties and Responsibilities:

The Intern shall devote full working time, attention and energy to the performance of the duties assigned to him/her. The Intern shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any trade, business or profession other than the business of the Company or accept any appointment to any office (including Internships) be it paid or unpaid during the duration of the contract with AVEVA. He/she shall not utilize the assets, resources and time of the Company for such external activities.

aveva.com

Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIC IT/ITES SEZ, Nanakramguda, Hyderabad -500008
Telangana State, India.
Registered in India. LLP PIN AAB-8674

Site Office:

AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSIC Limited IT/ITES SEZ, Nanakramguda
Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

6. Terms and Conditions:

This agreement shall commence on the start date and shall be valid till the end date.

Either party may terminate this Agreement with a Fifteen (15) days prior written notice to other party. Upon the expiration or termination of this agreement (a) Intern shall return all the company's Confidential Information in their possession or control and (b) Intern shall deliver to Company all deliverables completed and accepted up to the date of termination and company shall have all right, title and interest thereto.

7. Relationship:

Intern shall use best efforts and shall devote such time and effort to the performance of duties. Intern has no authority to bind the company to any obligation or accord and is an independent Intern.

8. Covenants:

Intern shall coordinate activities with the company and all the activities of intern shall require the prior written consent of your immediate manager.

9. Confidentiality:

During the Term and for a period of Agreement thereafter, Intern shall hold Company's Confidential information as per Annexure - I in strict trust and confidence and avoid the disclosure or release thereof to any other person or entity.

10. General:

Intern shall keep the company informed of any change in the address of communication and other relevant information.

aveva.com

Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -500008
Telangana State, India.
Registered in India. LLP PIN AAB-8674

Site Office:

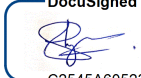
AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSII Limited IT/ITES SEZ, Nanakramguda
Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For **AVEVA Solution India LLP**

DocuSigned by:

C2545A60523244F...
Shhyaam Konka
Head of HR Services, India

ACCEPTANCE STATEMENT

I accept the above terms and conditions of the agreement.

Intern

Name: Jagruthie Sadula

Signature: 
9976D65181AD40E...

Date: 24 February 2023

aveva.com

Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -500008
Telangana State, India.
Registered in India. LLP PIN AAB-8674

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Co-developer in M/s. TSIIIC Limited IT/ITES SEZ, Nanakramguda
Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

Annexure - I

Confidentiality and Assignment of Rights Agreement

Conditional to and in consideration of your employment with AVEVA Solutions India LLP (hereinafter referred to as “the Company”) and the compensation or other employment benefits, you agree to observe and to be bound by all the terms and conditions as set down in this Confidentiality and Assignment of Rights Agreement (hereinafter referred to as “Agreement”).

1 Duration and Termination

- 1.1 This Agreement shall commence on the date of commencement of your Services to the Company irrespective of the date on which this Agreement is signed and shall continue in effect until termination of such Services save that any or all of your obligations under this Agreement shall survive termination of Services and/or of this Agreement.

2 Definition

- 2.1 In this Agreement, the following words shall have the following meanings:

“Affiliate” in relation to a party, means any entity or person which controls, is controlled by, or is under common control with that party. For the purposes of this definition, ‘control’ shall mean direct or indirect beneficial ownership of 50% (or, outside a party’s home territory, such lesser percentage as is the maximum permitted level of foreign investment) or more of the share capital, stock or other participating interest carrying the right to vote or to distribution of profits of that entity or person, as the case may be.

“Development Intellectual Property” means all Intellectual Property Rights, subsisting in, resulting from, generated by, arising from or made, originated, developed or obtained in the course of providing or otherwise related to Development Work for AVEVA Group or any AVEVA Group Company excluding any pre-existing intellectual property provided by AVEVA Group or any AVEVA Group Company to the Company for Development Work.

“Development Work” means any development work, activities and services to be undertaken by the Company for AVEVA Group or any AVEVA Group Company.

“AVEVA Group” shall mean AVEVA Group Plc. and “AVEVA Group Company” shall mean any company which is for the time being a subsidiary or Affiliate of AVEVA Group Plc.

“Intellectual Property Rights” means any invention, improvement, innovation, patent, design, process, information, know-how, copyright work (including without limitation rights in and to technical processes, systems, methods, software design, algorithms, code, scripts or other computer software), rights in databases, topography right(s), domain name(s), trade mark, trade name or get-up (whether capable of being patented or registered or not) or application to register any such right together with all statutory and other rights in respect of patents designs, circuit layouts, copyright, confidential information and all other intellectual property rights of any nature whatsoever in any part

aveva.com

Registered Office :
AVEVA Solutions India LLP
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Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

of the world in particular and without limitation all other intellectual property rights defined in Article 2 of the Convention establishing the World Intellectual Property Organisation of July 1967.

3 Confidentiality

- 3.1 For the purpose of this Agreement, all information in whatever form obtained or acquired by you or that comes to your knowledge during the course of providing Services to the Company shall be classified as private and confidential information ('Private and Confidential Information'), except for information which has already become public knowledge or literature, and includes any of the matters set out in paragraph 6.

Examples of Private and Confidential Information include but are not limited to any Development Intellectual Property, Development Work, any of the Company's or AVEVA Group's or any AVEVA Group Company's Intellectual Property Rights, prospects and customers details and their confidential information, pricing policies, sales, costs and other financial information, sales and marketing activities, contract bidding activities, trade secrets, legal/contract matters and personnel confidential details. Please note that this is not an exhaustive list and shall not be read as restricting the generality of the definition of Private and Confidential Information.

- 3.2 You shall not disclose Private and Confidential Information to any Third Party without prior written consent of the Company, except as provided in paragraph 4.
- 3.3 For the purpose of this Agreement, 'Third Party' is defined as any person or body corporate other than the Company or personnel specifically authorised by the Company.
- 3.4 This section comprises the general paragraphs governing the confidentiality rules and shall be read in conjunction with the undertakings in paragraph 5.1 of this Agreement.

4 Exemption

- 4.1 You may disclose Private and Confidential Information by an Order of Court in India or under any written laws which compel you to disclose. You should consult your legal counsel prior to disclosure. In the event you are required to disclose Private and Confidential Information under this paragraph, you shall, unless prohibited by the said order of court or the said written laws, inform the Company in writing in advance of disclosure.

5 Obligations of Confidentiality

- 5.1 You agree to and undertake as follows:
- a) You shall within the duration of your Services to the Company and at all times thereafter, not disclose or cause to be disclosed or used or made known, not copy in whole or in part, reproduce, divulge, publish or circulate (or authorise or permit anyone else to do the same) any of the Private and Confidential Information except where this Private and Confidential Information is in your lawful unrestricted possession or is part of public knowledge or literature;

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 Telangana State, India.
 Registered in India. LLP PIN AAB-8674

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 Co-developer in M/s. TSII Limited IT/ITES SEZ, Nanakramguda
 Village, Serilingampally Mandal, Rangareddy District
 Telephone: 040-30882700

- b) The undertakings in paragraph 5.1 (a) herein shall continue insofar and for so long as the Private and Confidential Information in question has not become public knowledge or literature through no fault of the Company or AVEVA Group or any AVEVA Group Company as the case may be;
- c) Preservation of Private and Confidential Information includes, but is not limited to, non-disclosure of the Private and Confidential Information in question by you to a Third Party, or by authorising or permitting anyone else to do the same, without prior written consent of the Company, whether intentionally or unintentionally, whether or not for your benefits or for any kind of monetary or non-monetary rewards and whether or not to the detriment of the Company or AVEVA Group or any AVEVA Group Company;
- d) You shall not take possession of and preclude the Company or other personnel so authorised by the Company from access to information relating to the Company or AVEVA Group or any AVEVA Group Company or its business that comes to your knowledge exclusively and directly in the course of carrying out your duties;
- e) You shall take appropriate precautionary and preventive actions agreed to by the Company to safeguard the property of the Company under your custody from misappropriation, unlawful disposal or theft during the course of providing Services to the Company. The Property includes tangible and intangible assets such as cash, credit cards, computers, notebooks, personal effects and trade secrets;
- f) Upon the completion of your Services and at any time upon the written request of the Company, you agree to return to the Company or destroy (at the Company's option) any documents originating from the Company or created by you which embody Private and Confidential Information and all copies of Private and Confidential Information in whatever form belonging to the Company or AVEVA Group or any AVEVA Group Company regardless of the medium on which it is copied, including without limitation all data, drawings, photographs, graphs, tables, charts, documents, correspondence, specifications, blueprints, notebooks, reports, sketches, formula, computer programs, software, software documentation, sales data, business manuals, price lists, customer lists, samples and all other materials and copies, including product and other embodiments relating in any way to the business of the Company or AVEVA Group or any AVEVA Group Company, made, in full or in part, or obtained by you during the course of providing Services to the Company, whether confidential or not, which are in your possession or under your control;
- g) You shall not use any material, other than that supplied to you by the Company, to create any Intellectual Property Rights belonging to or assigned to the Company under this Agreement including any Development Intellectual Property. Such material includes but is not limited to any hardware or software; and
- h) You shall not, during the period of your Services to the Company and within a period of twelve months after the termination of such Services be involved in canvassing, soliciting, interfering with or enticing away any person, firm or corporation which has at any time during the course of providing Services to the Company been a client of the Company.

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5.2 Nothing in paragraph 5.1 shall be interpreted as intended to limit or restrict the general confidentiality rules as stipulated in paragraph 3.1 to 3.3.

6 Inventions, Intellectual Property Rights Etc.

6.1 Disclosure

You are required to promptly disclose to your manager in the Company (and to no person outside of the Company without the Company's written permission) any Intellectual Property Rights which belong to the Company or AVEVA Group or any AVEVA Group Company, including any Development Intellectual Property or Development Work or any other invention, discovery, improvement or design made by you and relating to equipment of a type made, supplied, designed, or in development by the Company or AVEVA Group or any AVEVA Group Company or relating to the manufacture of such equipment or otherwise suitable for the purpose of the business of the Company or AVEVA Group or any AVEVA Group Company (whether or not such inventions are patentable or are capable of registration, copyright or other protection).

6.2 Rights

You acknowledge and agree that:

- a) all Intellectual Property Rights in Private and Confidential Information referred to in paragraph 3.1 and paragraph 6 and in any developments, improvements, modifications and enhancements thereto are and shall remain vested in the Company or AVEVA Group or any AVEVA Group Company as the case may be.
- b) all inventions, improvements, processes, methodologies, software, data, works subject to copyright, any other Intellectual Property Rights and all parts thereof, whether or not registrable, made by you from the date of commencement of your Services to the Company, in the course of your normal duties, or specifically assigned duties, or in relation to which you owe a special obligation to the Company, shall belong exclusively to the Company. In connection therewith you agree to assign and hereby assign and transfer to the Company or to AVEVA Group or to any AVEVA Group Company if requested by the Company, all of your present and future rights, title and interest in and to the following:
 - i) all Intellectual Property Rights made or conceived by you, alone or with others, during the course of providing Services to the Company;
 - ii) all Intellectual Property Rights made or conceived by you alone or with others, that relates to the business of the Company or AVEVA Group or any AVEVA Group Company, whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials;
 - iii) all Intellectual Property Rights made or conceived by you alone or with others, that arises out of any Private and Confidential Information whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials; and

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- iv) all Development Intellectual Property or Development Work made or conceived by you alone or with others, whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials.

You will at the Company's request, whether during the course of or after providing Services to the Company, do everything necessary, including signing all papers necessary or desirable to ensure that all Intellectual Property Rights assigned under this Agreement including such rights arising from the Development Intellectual Property or Development Work are vested exclusively in the Company or AVEVA Group or any AVEVA Group Company as the case may be, and to enable the Company or AVEVA Group or any AVEVA Group Company to, at its own expense, obtain in any part of the world, letters patent, design, copyright, or similar protection in respect of Intellectual Property Rights which belong to the Company or AVEVA Group or any AVEVA Group Company as the case may be including any such rights in respect of Development Intellectual Property or Development Work . You shall also, at the request and expense of the Company or AVEVA Group or any AVEVA Group Company, assist in the defence and prosecution in all countries of the said Intellectual Property Rights as may be required.

- 6.3 You consent to and authorise the Company or AVEVA Group or any AVEVA Group Company as the case may be, or its licensees or successors in title and any person authorised by it or its licensees or successors in title, to enjoy the full benefit of the assignment of rights in and to all Intellectual Property Rights, Development Intellectual Property and Development Work under this Agreement and to perform any acts or do any omissions which might otherwise amount to a breach of your Moral Rights in respect of such work.
- 6.4 For the purposes of this Agreement, "Moral Rights" shall mean any moral rights that you may have by operation of Section 57 of The Copyright Act 1957 as amended from time to time and under all similar legislation from time to time in force throughout the world in respect of any work or material made or conceived by you, the rights of which are assigned under this Agreement.
- 6.5 You shall not, during the course of providing Service to the Company, improperly use any confidential information or trade secrets of a former employer or a third party and have not brought and will not bring to the Company any materials or documents of a former employer or a third party that are not generally available to the public. You represent that your performance of all the terms of this Agreement does not and will not breach any agreement to keep in confidence information, knowledge or data acquired by you in confidence or in trust prior to providing Services to the Company.

7 Warranties

- 7.1 You warrant, represent and undertake as follows;
- a) You shall expend sufficient effort so as to make any works assigned under this Agreement that are subject to copyright, including such works created for purposes of and relating to the Development Work, original in character and the said works shall be reduced to material form;

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- b) the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, shall not be copied from any other works or materials and shall not incorporate the Intellectual Property Rights of any third party;
- c) the exercise or use by the Company or AVEVA Group or any AVEVA Group Company as the case may be, of the rights assigned to it under this Agreement does not and will not infringe the rights of any third party;
- d) you have not done, and shall not do nor agree to do, any of the following things without the prior written consent of the Company or AVEVA Group or any AVEVA Group Company as the case may be, if to do so would be inconsistent with the exercise of the rights granted to it under this Agreement, including:
 - i) grant or agree to grant to any third party, any rights to the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, or any improvements thereto; or
 - ii) assign, mortgage, charge or otherwise transfer to any third party any of the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, or any of its rights or obligations under this Agreement.

8 Security

- 8.1 You are required to comply with all security measures laid down by the Company from time to time.

9 Indemnities

- 9.1 You understand that breach of this Agreement could be detrimental to the Company or to AVEVA Group or to any AVEVA Group Company or to its or their customers or suppliers, or to your fellow employees collectively or individually, and that any such breach may lead to disciplinary action (including dismissal), civil proceedings for injunction and/or damages, and/or criminal prosecution.
- 9.2 You shall indemnify the Company for any loss, damages, costs and expenses arising out of or caused by any breach, non-observance or non-performance of any provisions of the Agreement by you, as explicitly proven, either during the course of providing Services to the Company or thereafter except for exemption as provided in paragraph 4.

10 Governing Law

- 10.1 The Agreement will be governed by and interpreted under the laws of India. The parties hereby agree to submit to the non-exclusive jurisdiction of the courts of India.

11 Miscellaneous

- 11.1 This Agreement supersedes any agreements and understandings previously made between parties relating to the subject matter hereof.

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- 11.2 The headings of the sections of this Agreement are for convenience only and shall not determine or limit the provisions hereof.
- 11.3 If any one or more of the provisions or any part thereof contained in this Agreement shall be invalid, illegal or unenforceable in any respect under any law applicable thereto, the validity, legality and enforceability of the remaining provisions or part thereof contained herein shall not in any way be affected or impaired thereby.
- 11.4 You hereby agree that breach of this Agreement will cause the Company irreparable damage for which recovery of monetary damages would be inadequate, and that the Company shall therefore be entitled to obtain timely injunctive relief under this Agreement, as well as such further relief as may be granted by a court of competent jurisdiction.
- 11.5 No right under this Agreement shall be deemed to be waived except by notice in writing signed by the party waiving the right. A waiver by any party in respect of any breach of a condition or provision of this Agreement will not be deemed to be a waiver in respect of any other breach or provision. Failure or delay by any party to enforce any provision of this Agreement shall not be deemed to be a waiver by that party in respect of any right thereof, or of any other such breach.

Please acknowledge your understanding and acceptance to the terms and conditions as stated in this Agreement by signing and returning a duplicate copy to us.

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SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For **AVEVA Solutions India LLP**

DocuSigned by:

C2545A60523244F...

Shhyaam Konka
Head of HR Services, India

ACCEPTANCE STATEMENT

I have read and understand, and agree to observe and to be bound by the terms and conditions as stated in this Confidentiality and Assignment of Rights Agreement.

Intern

DocuSigned by:

Signed: 9976D65181AD40E...

Name: Jagruthie Sadula

Date: 24 February 2023



28/11/2022

Madhuri Duddula

H.No:- 5-43/1, Near Postoffice, KamaReddyGudem village, Devaruppula mandal
Jangaon, Telangana 506302
India

Dear Madhuri,

Internship Offer Letter

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

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

This letter summarises some of the headline points but the full details of your engagement are documented in the separate contract (the "**Letter of Engagement- Internship**") which is enclosed for your information. Your start date has been tentatively scheduled for 16/01/2023 and ending on 30/06/2023. This internship offer letter should be read in conjunction with the Internship Contract.

Your stipend will be INR 540,000.00, paid in monthly instalments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your stipend as shall be required by law.

You will be in your training period till the complete duration of your internship.

You will not be eligible for the company benefits over and above the stipend as long as you are an intern with the company.

You will be eligible for-

- Provision of a company laptop.
- In addition, you will be entitled to gazetted public holidays as per Andhra Pradesh Shops & establishment Act 1988. You will not be eligible for any leave benefits during the internship period.

This offer is conditional on the following:

- A copy of your picture page in your passport and the page with the permanent address;
- A copy of the Permanent Account Number (PAN) Card, issued by the Income Tax Authorities in India;
- A copy of all the testimonials and certificates;
- You signing and returning to us, a copy of this internship offer letter together with the Internship Contract before you begin your engagement with the Company.
- The Company receiving two references from former employers/university (one of which



- must be from your current employer/university) which it considers satisfactory.
- You complete and pass a standard background check, via a third party background checking agency, which will be provided with your CV and contact details, on acceptance of this offer.

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

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

I very much hope that you will accept this offer of internship. If you wish to do so, please sign copies of this letter and the enclosed contract of internship and return to Ramesh Mudigiri by email at ramesh.mudigiri@servicenow.com. This internship offer is open for you to accept until 13/02/2023, at which time it will be deemed to be withdrawn.

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

Yours sincerely,

For ServiceNow Software Development India Pvt. Ltd

Ilango A P
Director, India HR

I, **Madhuri Duddula**, accept this position as offered and agree to all the terms and conditions described herein:

DocuSigned by:

069392848B18476...

November 29, 2022 | 01:38:07 PST

Signature

Date

07/14/2022

Sanjana Vijayan
K905, Aparna Cyber Commune, Opposite Ratnadeep, Nalagandla
Hyderabad, Telangana 500019
India

Dear Sanjana,

Internship Offer Letter

It is my pleasure to offer you the position of Technical Writer Intern with ServiceNow Software Development India Private Limited (the “**Company**”), on the conditions set out below.

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

This letter summarises some of the headline points but the full details of your engagement are documented in the separate contract (the “**Letter of Engagement- Internship**”) which is enclosed for your information. Your start date has been tentatively scheduled for 08/08/2022 and your contract shall be for a period of **27 Weeks** ending on 02/10/2023. This internship offer letter should be read in conjunction with the Internship Contract.

Your stipend will be INR 540,000.00, paid in monthly instalments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your stipend as shall be required by law.

You will be in your training period till the complete duration of your internship which in this case is **27 Weeks** from the date of your joining.

You will not be eligible for the company benefits over and above the stipend as long as you are an intern with the company.

You will be eligible for-

- Provision of a company laptop.
- In addition, you will be entitled to gazetted public holidays as per Andhra Pradesh Shops & establishment Act 1988. You will not be eligible for any leave benefits during the internship period.

This offer is conditional on the following:

- A copy of your picture page in your passport and the page with the permanent address;
- A copy of the Permanent Account Number (PAN) Card, issued by the Income Tax Authorities in India;
- A copy of all the testimonials and certificates;
- You signing and returning to us, a copy of this internship offer letter together with the

Internship Contract before you begin your engagement with the Company.

- The Company receiving two references from former employers/university (one of which

must be from your current employer/university) which it considers satisfactory.

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

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


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

I very much hope that you will accept this offer of internship. If you wish to do so, please sign copies of this letter and the enclosed contract of internship and return to Ramesh Mudigiri by email at ramesh.mudigiri@servicenow.com. This internship offer is open for you to accept until 09/12/2022, at which time it will be deemed to be withdrawn.

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

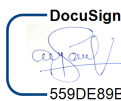
Yours sincerely,

For ServiceNow Software Development India Pvt. Ltd

DocuSigned by:

3C5C4E97BF6A4C5...

Ilango A P
Director, India HR

I, **Sanjana Vijayan**, accept this position as offered and agree to all the terms and conditions described herein:

DocuSigned by:

559DE89BE1FA451...

Signature

Date

07/14/2022

Sanjana Vijayan
K905, Aparna Cyber Commune, Opposite Ratnadeep, Nalagandla
Hyderabad, Telangana 500019
India

Dear Sanjana,

Letter of Engagement - Internship

We, ServiceNow Software Development India Private Limited bearing Corporate Identification Number (CIN) U72900TG2014FTC092163 (the "**Company**"), are pleased to offer you engagement as Technical Writer Intern with the Company upon the following terms and conditions (the "**Agreement**"). This Agreement together with our Internship Offer Letter 07/14/2022 (the "**Offer Letter**") constitutes the terms of your engagement. In the event of any conflict with the Offer Letter this Agreement shall prevail.

1 Appointment

- 1.1 This Agreement will commence with effect from 08/08/2022 and your contract shall be for a period of **27 Weeks**, ending on 02/10/2023, unless otherwise terminated in accordance with the terms and conditions herein.
- 1.2 The Company shall have the right, at its sole discretion, to assign you to other tasks, to change the location of the place of work and to modify your reporting and organizational structure as may be reasonably necessary to respond to changing business needs. You will perform all acts, duties and obligations, and will comply with such orders as may be assigned by the Company which are reasonably consistent with your position. The Company may, from time to time, require you to perform duties normally undertaken by other employees or contractors, including different or additional duties, but not duties which you cannot reasonably perform.
- 1.3 The Company may require you (as part of your duties) to perform duties or services not only for Company but also for any Group Company where such duties or services are of a similar status to or consistent with your position with the Company. The Company may at its sole discretion assign your engagement to any Group Company on the same terms and conditions as set out, or referred to, in this Agreement.
- 1.4 "Group Companies" in this Agreement means the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and "Group Company" means any of them.

2. Status of Engagement

You will be under training until your complete internship period which in this case is a period of **27 Weeks**, during which your engagement with the Company may be terminated by either party giving to the other two (2) weeks' written notice or paying stipend in lieu thereof.

3 Stipend

3.1 You will be paid a monthly stipend of INR 45,000.00 per month, payable monthly in arrears (or such other amounts as may from time to time be agreed in writing) by crediting your bank account on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. There shall be no entitlement to payment in respect of overtime. You will be responsible and liable for payment of all income and related taxes on your salary, fees and any other payment received by you under this agreement and/or during your employment with the Company.

3.2 The Company shall have the right to deduct from your remuneration any inadvertent overpayment of salary or other relevant payments under this Agreement.

4 Hours of Work

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

5 Public Holidays

You shall be entitled to the gazetted public holidays in accordance to Andhra Pradesh Shops And Establishment Act, 1988.

6 Employee Benefits

You shall not be entitled to participate any paid annual leave and benefits programme, during your engagement as intern with us.

7 Conduct and Discipline

7.1 You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions of the Company.

7.2 During your engagement, you shall well and faithfully serve the Company and use your utmost endeavours to promote its interests and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties.

7.3 You shall not, during the continuation of your engagement, engage in any other business, vocation, trade, office, engagement or activity (whether paid or unpaid), in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion). You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you.

- 7.4 You shall not enter into any pecuniary obligation which would render you financially embarrassed.
- 7.5 The Company assures a smoke free environment and the entire office premises including conference rooms, lobbies and canteen is declared as “No Smoking Zone”. The Company will provide a separate area for smokers with specific notification and the smokers will not be allowed to smoke in any other places in the office premises except the notified area.
- 7.6 If you found to be engaged in sexual harassment activities, you will be terminated as soon as you are found guilty by the Internal Compliant Committee of the Company constituted under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In such cases, your services could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- 7.7 You confirm that you are not bound by any other agreement with any prior or current employer, person or entity that would prevent you from fully performing your duties with the Company, and that you will not during your engagement with the Company, or have not during the pre-hire process, use(d) or disclose(d) any proprietary or confidential information, or trade secrets, of your former or concurrent employers or companies.
- 7.8 You shall:
- 8.a faithfully and diligently perform assigned duties and take actions consistent with such duties;
 - 8.b comply with all lawful and reasonable directives of the Company’s management team;
 - 8.c use your best efforts to promote the interests of any Group Company;
 - 8.d promptly and fully inform or explain (in writing, if requested) to the Company’s management team, your conduct relating to the interests of any Group Company; and
 - 8.e at all times, not make any untrue or misleading statement relating to any Group Company.
- 7.9 The Company’s information systems are consolidated and managed centrally. As a result, your sensitive personal data or information may be transferred around Group Company locations worldwide and to select vendors that provide services to the Company and our workforce. To assure that your sensitive personal data or information privacy is adequately safeguarded, the Company will endeavour to protect the confidentiality and security of individual personal data as required by the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 under the Information Technology Act, 2000. Accordingly, as per the requirement of the above mentioned Rules, you are agreeable to provide your consent in writing to the Company as provided in the Exhibit B of this Agreement for using and transferring of your sensitive personal data or information provided or to be provided by you.

8 Termination

- 8.1 Subject to Clause 8.3 below, this Agreement may be terminated by you or by the Company upon giving two (2) weeks' notice or stipend in lieu of notice at its discretion. The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of engagement during any period of notice (whether given by you or the Company). However, the Company shall duly inform your institution/college about the same and may not provide the internship certificate in the event the said internship period is not completed.
- 8.2 The Company shall be entitled to terminate your engagement immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) in any of the following cases:
- 2.a if you are dishonest or engaged in serious or persistent misconduct or without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force;
 - 2.b if you become bankrupt or have a receiving order made against you or make any general composition with your creditors; or
- 8.3 Upon ceasing to be engaged by the Company, you shall deliver to the Company any equipment, drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your engagement with the Company, and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

9 Compliance with Applicable Laws

- 9.1 You agree to comply with all applicable laws, regulations and governmental orders of India or any other applicable jurisdiction, now or hereafter in effect, relating to your engagement by the Company, including but not limited to any bribery laws. Without limit to the foregoing, you represent and warrant that you have not and shall not at any time during your engagement 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:
- 1.a any government official, political party or candidate for political office; or
 - 1.b any other person, firm, corporation or other entity with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage in connection with the Company's business.

9.2 Your obligations under this Clause 9 shall survive the expiration or termination of this Agreement.

10 Confidentiality

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

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

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

11 Company Regulations

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

13. Entire Agreement

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

14. No Breach

In signing below, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents or prohibits you from being employed by the Company and being able to fully and completely perform the services contemplated by this Agreement, nor in fulfilling your duties hereunder will you be breaching any duty of confidentiality or any restrictive covenants to any persons, including without limitation, your previous employers or principals.

15. Grievance / Disciplinary Procedures

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

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

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

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

- 1.h violent, abusive, intimidating or offensive behaviour (whether physical or verbal);
 - 1.i unauthorised access to or inappropriate use of any Group Company’s computer, e-mail and Internet systems or use of unapproved software;
 - 1.j gross negligence;
 - 1.k interference with safety equipment; and
 - 1.l intentional or reckless disregard for health and safety rules or procedures.
- 15.4 The Company reserves the right, at its sole discretion, to amend any disciplinary and/or grievance procedure or policy.
- 15.5 You are expected to maintain a high standard of work performance and conduct at all times. If such performance or conduct falls below levels reasonably acceptable to the Company, you may be subject to disciplinary action and dismissal in the absence of satisfactory improvements within a defined time period.


16. Governing Law

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

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

Yours faithfully


For and on behalf of
ServiceNow Software Development India Pvt. Ltd

DocuSigned by:

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Ilango AP
Director, India HR

* * * * *

Acceptance

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

DocuSigned by:

Signature
3C3C4E97BF6A4C5...

Date:

To

Date: 4th January, 2023

Varsha

Subject: Internship Offer Letter

Dear Varsha

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **23rd January, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068



January 20, 2023
Hyderabad

Internship Offer Letter

Dear Mr. Chandnani Gulshan,

We are pleased to inform that you have been selected as an intern for the role of **Technical Content Developer** at ProYuga Advanced Technologies Limited

Following are the details of the internship:

1. The internship will start on **January 23, 2023** and is expected to end on **July 23, 2023**.
2. During the internship, you will receive your stipend of **Rs. 25000/-** per month out of which **Rs. 22500/-** shall be your in-hand amount and **Rs. 2500/-** shall be deducted as TDS.
3. The deducted amount can be claimed after the completion of the financial year by filing your Income Tax returns.
4. This offer is subject to the policies, terms and conditions of the Company.

The amount is payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

The Company is in the business of product development using Advanced Technologies such as Virtual Reality, Augmented Reality, Blockchain etc and the Company is also involved in providing training in Advanced Technologies and also providing incubation facilities to startups working on Advanced Technologies and other businesses as mentioned in the Memorandum of Association of the Company.

We look forward to working with you. To show your acceptance to this offer, please submit the signed copy of this letter to the HR department.

For **ProYuga Advanced Technologies Limited**

(Gurijala Sreeja)

Director

OFFER ACCEPTANCE

I accept this offer with the Company under the terms set forth in this letter:

Name:

Date:

Signature: *Ch. Gulshan*

INTERNSHIP TERMS & CONDITIONS

1. I accept the internship, which has been awarded to me by ProYuga Advanced Technologies Limited and I understand the following:
 - a. I will not be entitled to receive the stipend if I get relieved from the Company anytime during the training period.
 - b. ProYuga Advanced Technologies Limited will pay me for my internship as in the offer letter; all expenses, including the personal insurance and accommodation, as well as all living expenses except the travel expenses for clients meetings, will be borne by me.
 - c. While working at ProYuga Advanced Technologies Limited, I will not be considered as an official or a staff member. However, I understand that I am expected to fulfil my working obligations like any other ProYuga Advanced Technologies Limited official and will follow the working hours of ProYuga Advanced Technologies Limited.
 - d. I will accrue leave at a rate of one per month. Subject to prior approval by my supervisor, this leave maybe taken at anytime during the internship. Leave accrued and not taken at the end of the internship will be considered forfeited.
 - e. Internship compensation for a month will be paid on or before the 7th day of the succeeding month. This agreed compensation is subject to the applicable taxes.
 - f. Any leave request has to be sent to the concerned people at least one week in advance. The leave application process will be communicated to the intern by the HR Department during the Onboarding process.
 - g. I will provide notice to my supervisor or other official designated by him/her of any illness or other unavoidable circumstances that might prevent me from attending work or completing my internship.
 - h. Unsatisfactory performance may lead to the termination of the internship at the initiative of ProYuga Advanced Technologies Limited, subject to the with or without the notice period of 1 to 7 days based on the situation.
 - i. In case of personal emergency, I shall be granted an early termination of internship. ProYuga Advanced Technologies Limited Ltd Human Resources shall approve the release at the request of my supervisor and confirm the new end date in writing.
 - j. ProYuga Advanced Technologies Limited Ltd bears no responsibility for loss or damage to my personal property that may occur during my internship.
 - k. I will not create any damages either physically or to the brand image of ProYuga
 - l. Disruptive Technologies Private Limited and I will be ready for any action taken by the company, if I create any.
 - m. Incase of remote working, I will have to bear the internet and telephone expenses incurred to perform the work assigned to me during the internship.

I undertake the following obligations with respect to the ProYuga Advanced Technologies Limited internship program:

- n. To observe all applicable rules, regulations, instructions, procedures and directives of ProYuga Advanced Technologies Limited.
 - o. To respect the impartiality and independence required of ProYuga Advanced Technologies Limited and of the receiving division/section/unit and shall not seek or accept instructions regarding the services performed from any Government or from any authority external to ProYuga Advanced Technologies Limited.
 - p. To keep confidential any and all unpublished information made known to me by the company during the course of my internship that I know or ought to have known has not been made public, and except with the explicit authorization of ProYuga Advanced Technologies Limited, not to publish any report or papers on the basis of information obtained during the program, both during and after the completion of my internship;
 - q. To provide the Company with a copy of all materials prepared during my internship;
 - r. To provide immediate written notice of illness or other circumstances which might prevent me from completing the internship;
 - s. To return my identification pass/identity card to my supervisor on the last day of the internship.
2. Failure to comply with the requirements as well as those contained in the present Internship Agreement, including any serious breach of the duties and obligations may result in the immediate termination of the internship by ProYuga Advanced Technologies Limited.
 3. An internship may be terminated or its period reduced at any time by ProYuga Advanced Technologies Limited if this is deemed to be in the interests of either ProYuga Advanced Technologies Limited or the intern.
 4. During the termination of the internship the ProYuga Advanced Technologies Limited may or may not provide the notice period of 1 to 7 days. However, the intern should have to terminate the internship with a notice period of a minimum of 15 days.

Intern Name:

Signature: 

NON-DISCLOSURE & NON-COMPETE AGREEMENT

This Non-Disclosure & Non Compete Agreement (“Agreement”) is being entered at Hyderabad on the 20th Day of January, 2023 ("Effective Date").

By and Between

1. M/s ProYuga Advanced Technologies Limited., with its registered office address at 1609, Lodha Supremus, Opp. MTNL Office, Powai, Mumbai, Maharashtra-400072 India represented by its authorized representative Ms. Gurijala Sreeja (**Hereinafter “the First Party” or “the Disclosing Party”**).
2. Mr. Chandnani Gulshan, 8-4-243/1, Ganesh Nagar, Karimnagar, Telangana - 505001. (**Hereinafter the “Second Party” or “the Receiving Party”**).

First Party and Second Party shall individually be referred to as ‘Party’ and collectively as ‘Parties’ (not case-sensitive).

Recitals

1. **WHEREAS**, the First Party shall be designated as the Disclosing Party (*defined in the definition clause*);
2. **WHEREAS**, the Second Party shall be regarded as the Receiving Party (*defined in the definition clause*);
3. **WHEREAS**, the First Party has made an offer of internship to the Second Party, and during the period of internship, the First Party envisages providing the Second Party access to certain Confidential Information (defined below);
4. **WHEREAS**, the Second Party understands & acknowledges that during the period of internship, it may receive access to certain Confidential Information, which the Second Party must keep confidential;
5. **NOW, THEREFORE**, in consideration for the opportunity being provided to the Second Party by the First Party to enable the Second Party to participate as an intern with the First Party, the Second Party agrees to abide by the terms and conditions of this Agreement.

Ch Gulshan

Operative Provisions

Definition Clause

In this Agreement, unless the context requires another meaning:

1.1. **Commencement Date** shall mean **January 23, 2023**.

1.2. **Confidential Information.** means any information in whatever form, including but not limited to hard copy, electronically stored or in Receiving Party's memory, relating to Disclosing Party's business, including any formula, pattern, compilation, program, device, method, technique, system, plan, or process, that the Receiving Party learns or develops during the course of Receiving Party's internship by Disclosing Party, that derives independent economic value from not being generally known or readily ascertainable by proper means by other persons who can obtain economic value from its disclosure or use. Confidential Information includes, but is not limited to, trade secrets and Invention(S) (Inventions, defined below) and, without limitation, may relate to research; development; experiments; engineering; product specifications; writings; computer programs; computer software; hardware configurations; manufacturing processes; compositions; algorithms; know-how; technical expertise; methods; machines; management systems and techniques; strategic plans; long-range plans; operating plans; organizational plans; organizational frameworks; training material, models/strategies; on the job training and self study materials, financial (including budget) plans; financial models; financial projections; nonpublic financial information; business, financial, planning, and strategic systems and methods; operating systems; information systems; acquisition and divestiture goals, plans (such as future developments), strategies or targets (such as strategies pertaining to research, development, marketing and sales); regulatory strategies, plans and approaches; quality control systems and techniques; patent and intellectual property strategies, plans and approaches; prospective and current vendor and customer data (including pricing information, the arrangements and/or agreement, layout, design and implementation of customer-specific projects); personnel data (including e-mails that were not directed to or sent from the Receiving Party, and information of a confidential nature regarding other interns, such as compensation or benefits information or information regarding performance or discipline); human resources goals, plans and strategies; human resource management techniques; sales volumes; pricing strategies; sales and marketing plans and strategies (including costs, purchasing, profits, prices, markets, contracts, and selling strategies); contracts and bids (including proposals made to current or prospective Customers (Customer, defined below) or other information contained in bids or offers to such Customers); and any business management techniques that are being planned or developed, utilized, or executed by the Disclosing Party

Ch Gilshan

1.3. **Duties.** Receiving Party agrees to diligently, loyally, industriously, faithfully, and to the best of Receiving Party's ability, experience and talent perform and discharge to Disclosing Party's satisfaction the duties assigned to Receiving Party from time to time, and all duties associated therewith, to devote all of Receiving Party's productive time and efforts to the performance of such duties, to act in the best interests of Disclosing Party at all material times, to not be involved in or take up any interest directly or indirectly in any business of a similar kind to the business of Disclosing Party, to engage in no activities detrimental to Disclosing Party's interests, to be familiar with Disclosing Party's policies that relate to Receiving Party's duties, and to abide by Disclosing Party's policies as they exist from time to time, including, without limitation, Disclosing Party's policies regarding code of conduct, business conduct standards, and Confidential Information. During the term of this Agreement, the Disclosing Party has the right to change the Receiving Party's duties and reporting responsibilities as it sees fit to meet the needs of its business. The Disclosing Party will, wherever it is practical, consult with the Receiving Party before it changes any of the duties and reporting responsibilities. This Agreement continues in force and effect if the Receiving Party's duties, title, or location of work for Disclosing Party change after this Agreement becomes effective, and any such change shall not terminate or invalidate this Agreement or affect or impair the validity or enforceability of this Agreement. Nonetheless, the Disclosing Party may be asked to re-execute this or a similar agreement or to otherwise re-affirm these obligations as a condition of a promotion or change in position, and the Receiving Party agrees to do so if asked.

1.4. **Disclosing Party** shall mean the Party disclosing Confidential Information to the Receiving Party, and specifically refers to the Disclosing Party.

1.5. **Public Domain Information** shall refer to any one of the following instances wherein Confidential Information ceases to be categorized as Confidential:

- a. The Confidential Information was in the possession of Receiving Party prior to disclosure and was not acquired or obtained from Disclosing Party;
- b. the Confidential Information was already in the public domain at the time of disclosure, or came into the purview of the public domain for no fault of the Receiving party, after the disclosure of such Confidential Information to the Receiving Party;
- c. was obtained in good faith by receiving Party from an independent source on a non-confidential basis;
- d. the Confidential Information of the disclosing party was caused to be disclosed in the public domain by the Disclosing Party.

Ch. Gulshan

1.6. **Receiving Party** shall mean the Party receiving Confidential Information from the Disclosing Party, and specifically refers to the Receiving Party.

1.7. **Term** shall mean the period for which this Agreement shall be valid and enforceable against each Party. The Term of this Agreement is mentioned under the Term of the Agreement clause of this Agreement.

1.8. **Material Breach** shall mean any instance wherein the Receiving Party fails to perform any of the Confidentiality Obligations specified under the 'Confidentiality Obligations of the Receiving Party' clause or **Clause 9**.

1.9. **Competitive Product** means goods, products, product lines or services, and each and every component thereof, developed, designed, produced, manufactured, marketed, promoted, sold, supported, serviced, or that are in development or the subject of research by anyone other than Disclosing Party that are the same as or similar to, perform any of the same or similar functions as, may be substituted for, or are intended or used for any of the same purposes as an Company Product.

1.10. **Competitive Research And Support** means any research, development, analysis, planning, or support services of any kind or nature, including without limitation theoretical and applied research and business, technical, regulatory, and systems research, analysis, planning, and support, for a Conflicting Organization (Conflicting Organization, defined below), that is intended for, or may be useful in, assisting, improving, or enhancing any aspect of the development, design, production, manufacture, marketing, promotion, sale, support, or service of a Competitive Product.

1.11. **Conflicting Organization** means any person (including Receiving Party) or entity, and any parent, subsidiary, partner, or affiliate (regardless of their legal form) of any person or entity, that engages in, or is about to become engaged in, the development, design, production, manufacture, promotion, marketing, sale, support, or service of a Competitive Product or in Competitive Research and Support in India or anywhere else in the world.

Ch. G. Goshan

1.12. **Customer(s)** means any person, entity, start-up under the Start-Up India Scheme or institution, including the interns, agents, and representatives who controlled, directed, or influenced the associations of any such person, entity, or institution, to whom or to which Receiving Party or any other personnel of (including independent contractors associated with) Disclosing Party sold, negotiated the sales, supported, marketed, or promoted products or services on behalf of Disclosing Party during the duration in which Receiving Party was interned by Disclosing Party.

1.13. **Intellectual Property** means any form of intellectual, industrial, and proprietary rights, including without limitation Invention(S) (Invention(s), as defined below), patents and patent applications, trademarks and registrations and applications thereof, copyrights and registrations and applications thereof, mask works and registrations thereof, trade secrets, know-how, designs, drawings, research and development data, compositions, formulations, manufacturing procedures, suggestions, information, software, and all amendments, modifications, and improvements to any of the foregoing, and modification and improvement thereof throughout the world.

1.14. **Invention** means any and all inventions, conception, discovery or reduction to practice of any new ideas, concepts, writings, works of authorship, designs, developments, improvements, technologies, trade secrets, or any improvement thereto, including but not limited to any new articles of manufacture or any improvement to existing articles of manufacture, any new apparatus or processes/methods for making or using a composition of matter or article of manufacture, any computer software or any designs relating thereto, which relate to Disclosing Party's actual or anticipated business or research activities or are suggested by or which result directly or indirectly from use of Disclosing Party's information, time, materials, or facilities, whether or not protectable under the applicable patent, trademark or copyright statutes, made, generated, discovered, conceived, developed or reduced to practice by Receiving Party, alone or in conjunction with others, whether at the request of or upon the suggestion of Disclosing Party, whether or not during regular business hours and whether or not related to the specific job function of Receiving Party, while interned by Disclosing Party and for a period of twelve (12) months thereafter.

1.15. **Company Product(s)** means any goods, products, or product lines (including services performed in support of such goods, products, or product lines) (a) for which the Receiving Party (or persons under Receiving Party's management, direction or supervision) performed services

for Disclosing Party, directly or indirectly, during the duration in which Receiving Party was interned by Disclosing Party, including without limitation services in the areas of research,

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design, development, production, manufacture, marketing, promotion, sales, or business, technical, regulatory or systems research, analysis, planning or support relating to such goods, products, or product lines, or (b) with respect to which Receiving Party at any time received or otherwise obtained or learned Confidential Information.

1.15. **Company Product(s)** means any goods, products, or product lines (including services performed in support of such goods, products, or product lines) (a) for which the Receiving Party (or persons under Receiving Party's management, direction or supervision) performed services for Disclosing Party, directly or indirectly, during the duration in which Receiving Party was interned by Disclosing Party, including without limitation services in the areas of research, design, development, production, manufacture, marketing, promotion, sales, or business, technical, regulatory or systems research, analysis, planning or support relating to such goods, products, or product lines, or (b) with respect to which Receiving Party at any time received or otherwise obtained or learned Confidential Information.

2. Permitted use of Confidential Information: Subject to the terms and conditions contained herein, Disclosing Party agrees to allow Receiving Party access to the Confidential Information for the sole purpose of performing or executing Duties on behalf or at the behest of the Disclosing Party. Notwithstanding anything to the contrary herein, nothing in this Agreement shall be construed to permit the Receiving Party to use the Confidential Information to damage the Disclosing Party.

3. Prohibition of Use and Disclosure: Except as detailed in 'Permissible Disclosure' clause or **Clause 4**, and 'Permitted use of Confidential Information' clause or **Clause 2** of this Agreement, the Receiving Party agrees to keep all Confidential Information in confidence and not use or disclose any Confidential Information in any manner either directly or indirectly.

- a. Receiving Party shall not use, reveal, publish, transfer or otherwise disclose to any person, corporation or other entity any of the Confidential Information without the prior written consent of Disclosing Party, except Receiving Party may, subject to the approval of a supervising officer who has executed a Employment Agreement with the Disclosing Party, disclose such Confidential Information to other interns and employees within the Disclosing Party.
- b. In protecting the sensitive nature of the Confidential Information, Receiving Party shall use the same care and discretion to avoid disclosure, publication or dissemination of the Confidential Information that it uses with its own confidential information, but in no event, shall Receiving Party employ a standard of care less than that which is reasonable under the circumstances.

Ch Gulshan

4. **Permissible Disclosure:** Notwithstanding any other provision hereof, the Receiving Party may disclose Confidential Information, provided the Receiving Party is obligated by law to provide information or documents in relation to the Confidential Information provided by the Disclosing Party. However, prior to such disclosure, the Receiving Party shall intimate the Disclosing Party in writing, or through email, or through any other means capable of communicating, the obligation to disclose such Confidential Information to the authorities. When practical, such written disclosure by the Receiving Party to the Disclosing Party must be made with sufficient advance notice so as to allow the Disclosing Party to contest said proposed disclosure before the said authorities.

5. **Non disclosure Principles:** Save the 'Permissible Disclosure' clause or **Clause 4**, and 'Permitted use of Confidential Information' clause or **Clause 2**, the Receiving Party agrees that it will not disclose to any person or entity the fact that Confidential Information has been made available hereunder, and/or otherwise disclose any of the terms, conditions or other facts with respect to the Confidential Information.

6. **Return of Confidential Information:** Upon the termination of this Agreement or upon request received from the Disclosing Party, the Receiving Party at its own expense shall promptly deliver any of the Confidential Information it received from the Disclosing Party to the Disclosing Party in the manner agreed between the parties. However, after sending the information to the disclosing party, the receiving party shall not retain a copy of such confidential information in any form.

7. **No License:** All Confidential Information is and shall remain the property of the Disclosing Party. Neither this Agreement nor any disclosure of information, Confidential or otherwise, hereunder grants Receiving Party (a) any right or license under any trademark, trade secret, copyright or patent now or hereafter owned or controlled by Disclosing Party, or (b) any express or implied right to any invention, discovery, modifications or improvement, whether patentable or not, that may be disclosed in the Confidential Information. The agreement will remain effective from the commencement date and till the same is terminated by mutual consent with both the parties. The termination of another agreement between parties to the agreement will not affect the term of this agreement.

8. **Confidentiality Obligations of the Receiving Party:** The Receiving Party must keep Confidential Information strictly confidential, save as provided in the 'Permissible Disclosure' clause or **Clause 4**, and 'Permitted use of Confidential Information' or **Clause 2** of this Agreement;

Ch Gulshan

- a. must keep the Disclosing Party informed in writing or through email prior to all disclosures under the Permissible Disclosure clause of this Agreement;
- b. use the same degree of care to protect the Confidential Information of the Disclosing Party, as the Receiving Party would use in order to protect its own Confidential Information;
- c. act in good faith at all times in relation to the Confidential Information of the Disclosing Party;
- d. not use any of the Confidential Information of the Disclosing Party for any purpose other than the performance of Duties;
- e. where required, comply with all laws and regulations in relation to the protection of Confidential Information in India, such as the Information Technology Act, 2000, the Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011, the IT Intermediary Guideline Rules, etc.

9. Restrictions on Competition.

- a. Receiving Party agrees that, Receiving Party will not directly or indirectly, own, manage, operate, control, be employed by or otherwise provide services (whether as an intern, employee, consultant, advisor, independent contractor or otherwise, and whether or not for compensation) for a Conflicting Organization in connection with or relating to a Competitive Product Or Competitive Research And Support while employed by Disclosing Party and for a period of twenty four (24) months from the date the Receiving Party's internship with Disclosing Party ceases.
- b. Receiving Party agrees that, regardless of whether Receiving Party was engaged in sales activities, including selling, soliciting the sale, or supporting the sale of Disclosing Party Products through direct or indirect contact with Disclosing Party Customers, Receiving Party will refrain from soliciting, selling to, inducing, attempt to induce, contacting, attempting to divert business from, and diverting business from, whether directly or by managing, directing or supervising others, any Disclosing Party Customer on behalf of a Conflicting Organization in connection with or relating to a Competitive Product or Competitive Research And Support for twenty four (24) months after the last day Receiving Party is interned by Disclosing Party.
- c. These restrictions apply in India, and also apply in any foreign country or foreign territory in which the services the Receiving Party will provide could enhance the use or marketability of a Competitive Product or Competitive Research and Support, use Disclosing Party's goodwill, or otherwise interfere with any of Disclosing Party's protectable interests.
- d. Receiving Party agrees that, Receiving Party will not directly or indirectly or on behalf of a Conflicting Organization in connection with or relating to a Competitive Product or Competitive Research And Support solicit the investors and Business contacts of the Disclosing Party for twenty four (24) months after the last day Receiving Party is interned by Disclosing Party.

Ch Gulshan

- e. The Receiving Party agrees that, Receiving Party will not make any false claims relating to the work that was performed by the Receiving Party in the Disclosing Party during the internship period. If the Receiving Party makes such false claims the Disclosing Party will not be held responsible for the same. If the false claims made by the intern cause any damage to the Disclosing Party Reputation, the Disclosing Party can claim compensation for the same and can take legal action against the intern. This clause will be applicable during the tenure of the internship and even after leaving the organisation.

10. Prohibition on Solicitation of Disclosing Party’s interns and other Independent Contractors: Receiving Party agrees that at all times while interned by Disclosing Party, and for twenty four (24) months thereafter, Receiving Party will not, directly or indirectly, whether through a third party or otherwise, recruit, induce, influence, invite or otherwise encourage, solicit, cause to be solicited, interfere with, endeavor to cause, or participate in, or promote the solicitation of any person (any other intern or employee or independent contractor of Disclosing Party) to terminate that person’s internship or employment or independent contractor relationship with Disclosing Party, or to breach that person’s internships or employment or independent contractor agreement with Disclosing Party without the prior-written consent of Disclosing Party.

11. Post-Internship Disclosure: Receiving Party agrees that, in the event Receiving Party’s internship with Disclosing Party terminates, during any applicable Notice Period and during the twelve (12) months after the last day Receiving Party is interned by Disclosing Party, Receiving Party will promptly inform Disclosing Party of the identity of any new employer, the job title of Receiving Party’s new position, and a description of any services to be rendered to that employer. In addition, Receiving Party agrees to respond within ten (10) days to any written request from Disclosing Party for further information concerning Receiving Party’s work activities sufficient to provide Disclosing Party with assurances that Receiving Party is not violating any of the obligations Receiving Party has undertaken in this Agreement. Receiving Party understands and agrees that Disclosing Party may notify anyone employing or interning/contracting Receiving Party or evidencing intent to employ/intern/take as independent contractor Receiving Party after Receiving Party’s termination of internship with Disclosing Party for any reason as to the existence of the provisions of this Agreement.

12. Maintaining Confidentiality: Receiving Party agrees to maintain the confidentiality of Confidential Information and comply with all terms outlined in the “Non disclosure Principles” Section both during internship and after termination of internship with the Disclosing Party irrespective of whether the internship is terminated by Disclosing Party or Receiving Party separates from Disclosing Party on his/her own will. The Receiving Party agrees that all Confidential Information sent, received, downloaded, reviewed, or otherwise made available to the Receiving Party are prohibited from use with any new or future employer.

Ch. G. Gholami

13. Remedies.

- a. Parties agree that a Material Breach caused by the Receiving party shall cause irreparable harm to the Disclosing party. In all instances of Material Breach, the Disclosing Party aggrieved by such Material Breach shall be entitled to the remedies specified in this Remedies clause.
- b. The Receiving Party acknowledges that a Material Breach of this Agreement would cause irreparable harm to the Disclosing party, and such harm cannot be adequately compensated for by damages. Accordingly, in the event of such Material Breach, the Receiving Party causing such Material Breach acknowledges and agrees that the Disclosing party shall be entitled to (a) terminate the internship given to the Receiving Party; (b) claim injunctive relief; and (c) any other remedies including damages, which may be available to the Disclosing Party either in equity or in law.

14. Consideration: In consideration for the opportunity being provided to the Receiving Party by the Disclosing Party to enable the Receiving Party to participate as an intern with the Disclosing Party, the Receiving Party shall agree to keep all Confidential Information confidential, and shall adhere to the obligations under this Agreement.

15. Notices: All notices must be:

- i. in legible writing and in English;
- ii. addressed to the recipient at the address or E-mail ID set out below or to any other address or E-mail ID that a party may notify to the other:

To: Mr. Chandnani Gulshan,
Address: 8-4-243/1, Ganesh Nagar, Karimnagar, Telangana - 505001
Attention: Mr. Chandnani Gulshan,
E-Mail Id: gchandnani369@gmail.com

To: M/s ProYuga Advanced Technologies Limited,
Address: See Address in title clause
Attention: Ms. Gurijala Sreeja
E-Mail Id: hr@proyuga.tech

- iii. signed by the party or where the sender is a Disclosing Party, by an authorized officer of the Disclosing Party or under the common seal of the sender; and

Ch. Gulshan

iv. sent to the recipient by hand, registered post or by E-Mail.

16. General Provisions.

16.1. Entire Agreement: This Agreement constitutes the entire agreement between parties about the subject matter of this Agreement and supersedes all other representations, negotiations, arrangements, understandings or agreements and all other communications. No party has entered into this Agreement relying on any other representations, negotiations, arrangements, understandings or agreements and all other communications.

16.2. Further Assurances: Each party must, at its own expense, whenever reasonably requested by the other party, promptly do or arrange for others to do, everything reasonably necessary or desirable to give full effect to this Agreement.

16.3. Costs: each party must pay its own costs in respect of this Agreement, except that the Disclosing Party must pay any stamp duty chargeable on this Agreement.

16.4. Invalid or unenforceable provisions: If a provision of this Agreement is invalid or unenforceable by virtue of the law in India:

- i. such provision shall be read down or severed to the extent of the invalidity or unenforceability; and
- ii. the fact does not affect the validity or enforceability of the remainder of the Agreement.

16.5. Waiver and Exercise of Rights: A provision of or a right under this Agreement may not be waived or varied except in writing signed by the party to be bound.

16.6. Amendment: This Agreement may be amended only by a document signed by all parties.

16.7. Counterparts: This Agreement may be signed in counterparts and all counterparts taken together constitute one document.

16.8. Rights cumulative: The rights, remedies and powers of the parties under this Agreement are cumulative and do not exclude any other rights, remedies or powers.

Ch Gulshan

16.9. **Successors and assigns:** This Agreement is binding on, and has effect for the benefit of, the parties and their respective successors and permitted assigns.

16.10. **Mediation and Arbitration:** In the event of any controversy or claim arising out of or relating to this Agreement, or a breach thereof, the Parties hereto shall first attempt to settle the dispute by mediation, administered by a Mediator mutually agreed upon by the Parties, and the rules governing such mediation shall be the Companies Mediation and Conciliation Rules, 2016. If settlement is not reached within (60) sixty days after service of a written demand for mediation, any unresolved controversy or claim shall be settled by arbitration administered by a sole arbitrator appointed by the Disclosing Party. The arbitration shall be governed by the Arbitration and Conciliation Act, 1996, and the laws of India, and where applicable, the laws of the State of Telangana . The place of arbitration shall be by Hyderabad , and the decision of the arbitrator shall be final, and shall have the full effect of a final decree passed by the High Court of Judicature at Hyderabad for the State of Telangana . Parties agree to waive the right to challenge the arbitrators award in a court of law.

16.11. **Governing Law:** The laws of India govern This Agreement, and where applicable the laws passed by the legislature of the State of Telangana.

16.12. **Jurisdiction:** Each party irrevocably and unconditionally:

- i. submits to the jurisdiction of the courts of Telangana; and
- ii. waives, without limitation, any claim or objection based on absence or inconvenient forum.

16.13. **Service of Process:** Each party agrees that a document required to be served in proceedings about this Agreement may be served:

- i. by being delivered to or left at its address for service of notices; or in any other way permitted by law.

Ch. Gulshan

Execution Page

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

Mr. Chandnani Gulshan

**M/s ProYuga Advanced Technologies
Limited**

By: Mr. Chandnani Gulshan

By: Ms. Gurijala Sreeja

Signature: 

Signature:



July 25, 2022

Chilakala Hrishikesh Reddy

Dear **Chilakala Hrishikesh**

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Graduate Engineer Trainee and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.

b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Aug 8 2022** to **Aug 7 2023**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **40,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.

b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.



8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy. Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Chilakala Hrishikesh Reddy
B086ABF7CED2467...
Signature:

Date: July 25, 2022 | 8:59:17 AM PDT

Name **Chilakala Hrishikesh Reddy**



Annexure I

You are required to sign the certain documents mentioned below.

- **Application for Employment,**
- **Proprietary Information & Inventions Agreement,**
- **Code of Ethics & Business Conduct**
- **Conflict of Interest survey**

Please note that the validity of this Internship letter is contingent upon the following conditions:

- The return of a signed copy of this internship letter on or before **Aug 8 2022**
- Providing original documents for verification of identity and credentials, as furnished in the Employment Application Form. You must present this on or before **Aug 8 2022**
- The submission of a fully completed Employment of Application Form along with
 - Copies of Professional Qualification
 - Copy of Passport and valid visas
 - 4 passport size photographs
 - Proof of address
 - Updated Resume
 - Proof of Age

The return of signed copies of the Synopsys Proprietary Information and Inventions Agreement, Code of Ethics and Business Conduct, and Conflict of Interest Survey (**will be given upon joining**).

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...

Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Chilakala Hrishikesh Reddy
B086ABF7CED2467...
Signature: **Chilakala Hrishikesh Reddy**

Date: July 25, 2022 | 8:59:17 AM PDT

05th January, 2023

Palle Kamalesh

Department of Electronics and Communications ,
Chaitanya Bharathi Institute of Technology,
Hyderabad - 500075,

Dear Palle Kamalesh ,

Pursuant to our recruitment process, we are pleased to offer you an **Internship** for Five months at our **Hyderabad** branch.

1. Start date : 01st February, 2023
2. Job Description : You will be assigned a technology project and are required to submit a detailed project report at the end of the term.
3. Stipend : The stipend will be 10,000/- per month. On successful completion of training, the stipend will be retrospectively adjusted to 25,000/- per month.

It is accepted that you will keep the assigned work confidential and no business will be discussed with any person outside of organization other than with explicit consent by the organization.

On joining, you are expected to submit copies of the educational certificates for our record and agree to the non-disclosure policy of the company. Any tax liability arising out of your compensation should be borne by you as per applicable tax laws. The employment conversion can be evaluated based on your performance during the Internship and salary on employment will be as per industry standards.

Please confirm your acceptance of this Internship by duly returning a signed copy of this offer letter.

If you have any queries please write to our HR at hr@bizacuity.com or call @ + 91 40 431 11808

Welcome to BizAcuity and wishing you all the best.

Sincerely,



Prachi Kulkarni
HR Manager

Signed & accepted by

BizAcuity Solutions Pvt. Ltd. H. No. 1-98/G/& (P)&8(P). No. 101, Hitech Pearl, Shilpi Valley, Madhapur, Hyderabad – 500 081, INDIA. Ph. No. +91 40 43111808 e-mail: info@bizacuity.com
www.bizacuity.com. CIN U72200TG2011PTC074277



Letter of Intent (LoI)

Ref No: SoCT/LoI/ET

Date: 24-08-2022

Name: Pavan Kumar Reddy Bussa

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Pavan Kumar Reddy Bussa,

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

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "**VEDA IIT**" and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the "**Company**" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the "**Training Program**").

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **29th August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **1 day** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering on **29th August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Before **29th August 2022**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:

Date:

Name:

Signature:

II. Formalities to be completed by **29th August 2022**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

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

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **1 Day** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **29th August 2022**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Pavan Kumar Reddy Bussa Signature: _____

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on 29th August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:

Date:

Name:

Signature:





December 19, 2022

Prithvi Sandeep Saladi
Flat No. 406, Mastana Mansion Apartment, Widia Colony,
Miyapur, Near Miraj (Cine town) theatres, Hyderabad - 500049
prithvisaladi@gmail.com
7330789283

Dear Prithvi Sandeep Saladi:

In connection with your practical training as part of your Bachelor of Engineering program, we are pleased to offer you an internship with Micron Technology Operations India LLP (**Micron**) on the terms set out in this letter, and the accompanying Standard Terms and Conditions (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Reporting and Location

The purpose of this training program is to provide you with relevant guidance and further equip you with experience that will be helpful in your future career. In furtherance of this you are required to report to Manager - Operations & Support, IT PLM and be supervised by the person in that position, or such other position determined by Micron.

During the tenure of your training, you should work closely with Manager - Operations & Support, IT PLM, or such other person as Micron may determine, who will guide you and review your assignment to ensure that the training is an enriching experience for you.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to attend other locations if required to do so by Micron from time to time.

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

2. Term

Your internship is for a term of 5 months, starting on February 06, 2023 up until July 07, 2023 (the period between these two dates being the "Term"), subject to the parties' rights of termination under clause 4 of the Standard Terms and applicable law.

The required period of notice for **clause 4.1(a)** of the Standard Terms (which deals with the notice of termination to be given by the parties) is 1 week.

3. Hours

Your initial hours of attendance during your internship are:

Hours of Attendance: Monday to Friday, 9.00 am to 6.00 pm
Meal break: 60 minutes

You will not be required to attend Micron for the purposes of your internship on any days which are observed by Micron as a public holiday (there are currently 10 per calendar year), and you will be paid your Stipend (as defined below) if that day would otherwise be a day upon which you attend Micron.

4. Stipend

You will receive a stipend during your internship (Stipend) at the rate of INR 22000 per month, subject to any applicable deductions.

You will however not be entitled to any other allowances or benefits given to the regular employees of Micron, save as provided in this letter. This is regardless of the terms of any Micron policy, plan or program which does or might suggest otherwise.

5. Additional Contractual Terms

The accompanying Confidentiality and Intellectual Property Agreement and the Standard Terms are incorporated into this letter and form part of the terms of your internship. During your training with Micron, you will be on the physical premises of Micron and hence you are expected to comply with all applicable Micron rules and regulations as enforced from time to time in respect of matters not covered in this letter.

You acknowledge also that Micron insists you not violate any confidentiality or other obligations that you owe to your prior employers and/or any third parties, and that you avoid creating any potential implication or appearance of wrongdoing. You must not take, use, or disclose any proprietary, confidential, or trade secret information (including hardcopy or electronic files, information, documents, or other materials) from any prior employer and/or any third party in connection with your internship at Micron.

Micron also insists that you do not retain any potentially confidential, proprietary, or trade secret materials from any prior employer and/or any third party. To the extent you have not done so already, please take this opportunity to search your personal email, cloud, and devices to ensure that you do not download, take, or retain – even inadvertently – any nonpublic business files or documents from any prior employer and/or any third party. If you locate any such files or documents, please return and/or delete them (as provided by your contracts with prior employers and/or any third parties) as soon as possible, so that you do not possess any such files or documents on the day you begin your internship at Micron.

Based on the foregoing, you represent that your internship with Micron will not breach any agreement to protect confidential information, knowledge, or data acquired by you in confidence or in trust prior to becoming an intern of Micron, and you will not use, access, or disclose to Micron, or induce Micron to use or disclose, any such confidential information or material belonging to any prior employer and/or any third party. Further, you agree that in the event you believe at any time that your internship with Micron would make it difficult for you to not disclose to Micron any confidential information or materials belonging to any prior employer and/or any third party, you will immediately inform Micron via email at new_hire_cert@micron.com and to your supervisor at Micron.

This offer is not an offer of employment and nothing in this letter renders you an employee of Micron, and you must not hold yourself out as an employee. During your internship, you will not be entitled to any of the benefits provided by Micron to its employees.

It is further clarified that you are not an “employee” or a “workman” for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Micron upon completion of your internship.

6. Foreign Citizenship

All Micron sites must observe U.S. export control rules that control information that may be provided to persons from *Cuba, Iran, North Korea, Sudan, and Syria*. Micron understands that you are *NOT* a citizen of any of these countries (even at a secondary level, such as “dual” citizenship with a new country). *If you are a citizen of, or hold dual citizenship with any of these countries, you must inform Human Resources immediately*, to permit us to request an export control license for you if necessary.

7. Acceptance

Please sign this letter, the accompanying Standard Terms and the Confidentiality and Intellectual Property Agreement and return them to Human Resources within 7 days of the date of this letter. If you do not do so then this offer will be automatically deemed withdrawn.

Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Prithvi Sandeep Saladi, have read and understand this letter, the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept the terms and conditions of my internship offered therein.

Signature

Date (mm/dd/yyyy)

**Micron Technology Operations India LLP (MICRON)
STANDARD TERMS AND CONDITIONS**

These Standard Terms together with the accompanying letter and Confidentiality and Intellectual Property Agreement set out the terms and conditions on which Micron offers you an internship.

1. Your Duties

1.1 You must:

- (a) perform to the best of your abilities and knowledge the duties assigned to you by Micron from time to time, whether during or outside its business hours, at such places as Micron requires and for Micron or any of its Related Companies as required by Micron;
- (b) devote your time and attention during Micron's business hours exclusively to the discharge of your duties;
- (c) comply with all lawful directions of Micron from time to time and comply with all laws applicable to your position and the duties assigned to you;
- (d) comply with all applicable Micron policies and procedures which Micron may vary and/or adopt from time to time and that are applicable to you by virtue of you being on the physical premises of Micron. Micron may adopt, change or rescind these policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so. Micron's policies and procedures apply to you and you must comply with their terms but they do not form part of this Agreement.

1.2 Without limiting your duties to Micron, during your internship you must not engage in any business or activity for any entity which conflicts with your duties.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.3**.

2. Hours of Attendance

2.1 Micron may change the hours associated with its attendance requirements from time to time. Micron may also change the nature of any such attendance requirements and/or replace any such attendance requirements with other attendance requirements.

2.2 You will be required to perform your duties in accordance with the attendance system

notified to you by Micron, or required to change from one system to another, depending on Micron's operational requirements from time to time.

2.3 In all cases you will need to be flexible about when you perform your duties and you will be required to attend as necessary to perform your duties and responsibilities, to the extent permitted by law. Unless stated otherwise by Micron policy, you will not receive any additional payment for attendance in excess of the hours stated in this Agreement (as varied from time to time by Micron), to the extent permitted by law, because the possibility of such requirement is reflected in your Stipend.

3. Leave and Absence

3.1 You may be granted one day of paid absence per month due to medical issues during the tenure of your internship (equivalent to 12 days per year). Any day not used during the month will remain available for use until no later than the end of the calendar year. You will not be entitled to encash any leave at the time of exit. Before granting absences for medical reasons, or during or after any period of absence due to medical reasons, Micron may require you to provide to Micron satisfactory evidence confirming your illness or injury, which may include, if reasonably practical, a medical certificate.

3.2 You are required to notify Micron immediately of every absence from your internship and its probable duration. Upon request by Micron, you must promptly provide Micron with reasons for the absence.

4. Termination

4.1 Your internship may be terminated at any time by either party:

- (a) giving the other party the required period of notice in writing as set out in the accompanying letter; or
- (b) by paying the other party an amount equal to your Stipend in lieu of notice for that period; or
- (c) in part by giving the other party notice in writing and in part by making a payment of your Stipend to the other party in lieu of notice.

4.2 Your internship may be terminated by Micron at any time without notice:

- (a) if you are guilty of serious misconduct, including, without limitation:

- (i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of your internship;
- (ii) commission of any act or omission that causes imminent, or serious, risk to:
 - (A) the health or safety of a person; or
 - (B) the reputation, viability or profitability of Micron's business;
- (iii) in the course of your internship, engaging in theft, fraud or assault;
- (iv) intoxication while at Micron; or
- (v) refusing to carry out a lawful and reasonable instruction;
- (b) if you engage in conduct that could bring you or Micron or any Related Company into disrepute;
- (c) if you are certified medically unfit to perform your duties or if you fail to meet the relevant minimum health standards imposed by Indian authorities (if any);
- (d) if you breach any material provision of this Agreement or the CIPA; or
- (e) on any other ground for which Micron would be entitled at law to this Agreement without notice.

4.3 Micron may exclude you from its premises without any payment of your Stipend while investigating any matter which Micron believes could lead to Micron exercising its rights under **clause 4.2**.

4.4 Your internship will terminate automatically at the expiry of the Term.

4.5 Termination under **clause 4** or due to the expiry of the Term does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.

5. Stipend

Your Stipend will accrue pro-rata each month in accordance with the days upon which you are scheduled to attend Micron for the purpose of your internship that month. Micron may recover from your Stipend, or any other payment due to you from Micron, any overpayments made to you in respect of any payment made to you by Micron or any Related Company and any further amounts owed by you to Micron or any Related Company.

6. Warranty

You warrant that:

- (a) you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your internship with Micron;
- (b) your internship with Micron will not violate any agreement with, or rights of, any third party;
- (c) except as expressly authorized by Micron in writing, you will not use or disclose your own or any third party's confidential information or intellectual property when carrying out your internship; and
- (d) you have not retained anything containing any confidential information of a third party, whether or not created by you.

7. Severability

Part or all of any clause of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

8. Waiver

The failure of either party at any time to insist on performance of any provision of this Agreement or to fail to exercise a right under this Agreement is not a waiver of its right at any later time to insist on performance of that or any other provision of, or exercise that or any other right under, this Agreement.

9. Successors and Assigns

Micron will have the right to assign this Agreement to the extent permitted by law and all covenants and agreements herein will then be for the benefit of, and be enforceable by, such successors and assigns. This Agreement is personal to you and cannot be assigned by you.

10. Entire Agreement

This Agreement and the CIPA:

- (a) constitute the entire agreement between the parties as to their subject matter; and
- (b) in relation to that subject matter, supersede and replace any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party.

11. Headings

Headings are for ease of reference only and do not affect the meaning of this Agreement.

12. Alteration, Exercise of Rights and Policies

This Agreement may only be altered in writing signed by each party. The exercise of any right or discretion by Micron under this Agreement or in connection with your internship is in its absolute discretion and is not subject to any implied restrictions. A reference to any Micron policy, procedure or practice is a reference to that policy, procedure or practice as adopted, changed or replaced by Micron from time to time.

Intern Name (print)

Signed

Date (mm/dd/yyyy)

13. Governing Law

This Agreement is governed by the law applicable in India and the parties irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of Bangalore.

14. Definitions

14.1 **Agreement** means these Standard Terms and the accompanying letter.

14.2 **engage in** means to participate, assist or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent manager, employee, beneficiary, partner, associate, trustee or financier.

14.3 **Related Companies** means and includes any firm, company, corporation or other organization which:

- (a) is directly or indirectly controlled by Micron and/or by Micron Technology, Inc; or
- (b) directly or indirectly controls Micron; or
- (c) is directly or indirectly controlled by a third party who also directly or indirectly controls Micron,

(a) and, for such purposes, the term "control" when used with respect to any person means the possession, directly or indirectly, of power to direct or cause the direction of the management and policies of such person, whether through the ownership of shares or by contract or otherwise.

14.4 Unless the context otherwise requires, terms defined in the accompanying letter have the same meaning in these Standard Terms and vice versa.



Ford Motor Private Limited

Ref No: 7406767

14 February 2023

Offer Letter for Internship

Dear Sami Shaik,

We are pleased to inform you that you have been selected for an Internship with **Ford Motor Private Limited**.

Terms and conditions for employment are subject to:

- Your internship period will be from **27-Feb-2023** to **16-July-2023**.
- You will be paid a monthly stipend of **INR 15000**, subject to appropriate tax deductions, during the term. You will NOT be entitled to any bonus or other privileges/benefits which will be available to other regular employees.
- If the management is not satisfied with your progress and conduct, your Internship shall be liable to be terminated without notice at any time during or / prior to completion of the Term.
- You further agree that you shall perform the Internship responsibilities with devotion; the Company may hold you liable for gross negligence.

We welcome you to the **Ford Family** and look forward for a long and mutually rewarding association with you.

CONFIDENTIALITY

- You shall not disclose to any unauthorized person, either during or after your internship period with the Company, for any reason any information about the interest or business of the Company or any affiliated Companies.
- You will NOT use any external resources, systems for any projects that you are undertaking as part of your internship, without the express permission of the Project Guide.
- You shall not communicate to the public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with the prior written approval of the Project Guide.
- Any invention, development, process, discovery, formulate, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be subject matter of copyright whatsoever, made, developed or discovered by you either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way affecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company.
- The terms of this offer as Internship are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

For Ford Motor Private Limited

(Authorised Signatory)

I acknowledge that I have received, read and understood all the terms and condition set out in this letter of offer and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Name: Sami Shaik

Signature: Sami Shaik

Date: 15-02-2023

Random Foods LLP

H No. 1-8 7/14,
Sarvodaya Nagar
Colony, Chikkadpally,
Hyderabad 500020.

Dear Sriram Sai Krishnam Raju Sagiraju,

Congratulations!!

On behalf of Random foods LLP, we take great pleasure in offering you a project internship in our organization for Business development role.

Please note, based on your academic timelines and availability, your internship starts on 30th January 2023 to 30th May 2023.

Reporting Location: Sattva Knowledge City, Gachibowli

Please send us a confirmation by January 30th, EOD.

Instructions related to COVID-19:

If you are fully vaccinated, it is mandatory to submit a self-declaration. You will have to undergo temperature screening at the entry gate on your arrival, followed by OHC screening for 3 days.

If you are partially vaccinated, it is mandatory to produce a negative RTPCR report (within less than 72 hrs) on your arrival. You will also have to submit a self-declaration and undergo OHC screening for 3 days.

A very warm welcome once again, and we wish you a successful stint with us!

Sincerely,
Nimish Akula
(Co-founder, Business Development Head)



THE STAR LIFE HYDERABAD

Dear Srivatsav Jasti,

Congratulations!!

On behalf of Star life Hyderabad, we take great pleasure in offering you a project internship in our organization for Event Manager role.

Please note, based on your academic timelines and availability, your internship starts on 2nd February 2023 to 8th May 2023.

Reporting Location: H.No , 1 - 66 / 4 / 6 4th Floor Amer Co-operative Society Kavuri Hills Hyderabad TS.

Stipend: 15k



Proprietor:

SHAAFEEQ UR RAHMAN

05th January, 2023

Suraaj Yerramsetti

Department of Electronics and Communications ,
Chaitanya Bharathi Institute of Technology,
Hyderabad - 500075,

Dear Suraaj Yerramsetti ,

Pursuant to our recruitment process, we are pleased to offer you an **Internship** for Five months at our **Hyderabad** branch.

1. Start date : 01st February, 2023
2. Job Description : You will be assigned a technology project and are required to submit a detailed project report at the end of the term.
3. Stipend : The stipend will be 10,000/- per month. On successful completion of training, the stipend will be retrospectively adjusted to 25,000/- per month.

It is accepted that you will keep the assigned work confidential and no business will be discussed with any person outside of organization other than with explicit consent by the organization.

On joining, you are expected to submit copies of the educational certificates for our record and agree to the non-disclosure policy of the company. Any tax liability arising out of your compensation should be borne by you as per applicable tax laws. The employment conversion can be evaluated based on your performance during the Internship and salary on employment will be as per industry standards.

Please confirm your acceptance of this Internship by duly returning a signed copy of this offer letter.

If you have any queries please write to our HR at hr@bizacuity.com or call @ + 91 40 431 11808

Welcome to BizAcuity and wishing you all the best.

Sincerely,



Prachi Kulkarni
HR Manager

Signed & accepted by

BizAcuity Solutions Pvt. Ltd. H. No. 1-98/G/& (P)&8(P). No. 101, Hitech Pearl, Shilpi Valley, Madhapur, Hyderabad – 500 081, INDIA. Ph. No. +91 40 43111808 e-mail: info@bizacuity.com
www.bizacuity.com. CIN U72200TG2011PTC074277



December 02, 2022

PRIVATE AND CONFIDENTIAL

Kasula Tarun

Dear Kasula Tarun,

We are pleased to offer you (hereinafter also referred to as, the "Trainee") a position in StateStreet Corporate Services Mumbai Private Limited ("the Company"), a company incorporated under the laws of India and having its principal place of business at Hyderabad, commencing 09-January-2023 to 03-July-2023 under the following terms and conditions.

This offer is subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence before doing so, your commencement will be deemed acceptance of all terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Trainee, Charles River Development reporting to Raghavendra Rao Sivalenka, Assistant Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India.

SECURITY/ BACKGROUND CHECK

This offer of internship (and your continuing internship if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the internship commencing, the Company may terminate this contract immediately (without notice) and the internship will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of internship, as a condition of continued internship.

REMUNERATION

Subject to the due compliance of the Trainee's obligations stated herein, you will be entitled to consolidated lump sum remuneration (hereinafter also referred to as Stipend) of INR 30,000.00 per month and no other amounts or prerequisites whatsoever. The stipend amount shall be credited to your bank account on the last working day of each month. You will not be covered or entitled to any of State Street's benefit plans.

The Company shall be entitled at any time during your internship, and in any event on termination, howsoever arising, to deduct from your stipend any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your internship and arising out of the fulfilment of your responsibilities and duties.

HOURS OF WORK

You will be required to work 45 hours per week under this training program, your hours of work will be communicated to you by your manager. The requirements of your internship do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional stipend. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your internship with the Company.

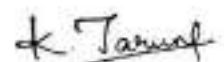
TERMINATION WITH NOTICE

As a trainee either you or the Company may terminate your internship for any reason and at any time by giving to the other fifteen (15) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in internship and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:

- (a) not to attend the workplace;
- (b) not to contact or have any communication with its clients or customers;
- (c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
- (d) not to perform the duties of your position or become involved in any aspect of the Company's business;
- (e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
- (f) to perform any duties from home;
- (g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
- (h) to cease your access to the Company's computer system and confidential or business sensitive information;
- (i) to return any or all company property; or
- (j) any combination of the above.



TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your internship the Company may terminate your internship at any time without prior notice if in its opinion you:

- (a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
- (b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
- (c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
- (d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
- (e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Company;
- (f) become bankrupt or make any arrangement or composition with your creditors; or
- (g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as a trainee;
- (h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the trainee or you suffer from a permanent disability while employed, the Company shall not be liable to make any payment as trainees are not part of retiral benefits. The internship will be terminated with immediate effect in case of death.

LEAVE ENTITLEMENTS

You will be entitled to 1.5 days of leave for every month of the internship. Leave should be arranged after the approval from your manager. Leaves will be lapsed at the end of the internship if they are not utilized and there will be no encashment of leave.

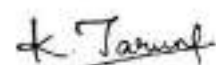
You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBILITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your internship with the Company. You are not permitted to engage in any other internship without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as a trainee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your internship, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting internship with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.



POLICIES AND PROCEDURES

During your internship you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your internship contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting internship with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

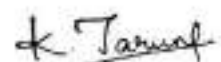
PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. As an ongoing condition of your internship, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your internship with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.



INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

- (a) in the course of your internship with the Company; or
- (b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your internship, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

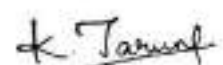
Either during your internship or for a period of 6 months following the termination of your internship for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

- (a) entice away from the Company or any related bodies corporate, any officer, employee, trainee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, trainee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your internship.

DEALINGS WITH MEDIA

During your internship, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

- (a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or
- (b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.



PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your internship.

You agree that if you are required to collect, store, use or disclose personal information during the course of your internship, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your internship with the Company is at all times conditional upon:

- (a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and internship checks which the Company may require.

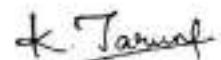
By accepting these Standard Terms and Conditions, you also warrant to the Company that:

- (a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
- (b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this internship agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.



ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the internship, and it supersedes any prior agreement, or understanding connected with the internship.

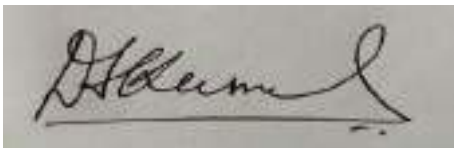
You specifically agree that in entering this agreement (or by commencing internship) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

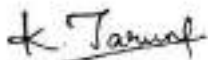
Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director
Head – Global Payroll and HR Operations
Date: December 02, 2022

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.



Signature
Name: Kasula Tarun
Date: 11-12-2022

Dear LUKALAPU TUSHAR NAIDU,

I am pleased to offer you the acceptance of an internship position as a **Power Transformer designer** in VVE TRANSFORMERS PVT LTD. , as the position of "**Transformer Designer Internship**". The position would be based out at our Hyderabad office.

You are offered a stipend of Rs. 15, 000(Rupees Fifteen Thousand only) per month.

While we look forward to your joining immediately, this offer is contingent upon i) your acceptance of this internship offer letter) you will be an intern at the will of VVE TRANSFORMERS PVT LTD. On

Acceptance of the offer , **the following conditions will be applicable.**

A. Joining and commencement

- Your internship will be effective from your joining date i.e., 25/02/23 to 28/05/23.
- You will be required to report to our Hyderabad office at 10:00 AM.

B. Submission of Documents:

At the time of joining, photocopy of the following documents should be submitted along with the original copies for the verification.

- Copy of offer letter accepted and signed
- 4 copied of your passport sized color photographs with white background.
- All Academic/ Educational certificates
- PAN card/ Driving license/ Voter's identification card/ passport (if held)

C. Letter of Internship

Please treat all the information shared with you in this offer with complete confidentiality. Any official/unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your internship offer without any further discussion

We are looking forward to your joining VVE TRANSFORMERS PVT LTD. . Meanwhile if you need any help or clarifications, please feel free to contact us ,

I,VINOD KUMAR (C.E.O)
Mob: 9969299999.

For VVE TRANSFORMERS PVT LTD.

Authorized Signature



HEAD OFFICE / WORKS: 62/2, C.I.E, Gandhinagar, Balanagar Extn, Hyderabad - 500 037, TS.

Ph: 040 -23175875 | Mob: +91 9362 191919, +91 93475 20451 | Web: www.vvetransformers.com

Email: vvetransformers@gmail.com, info@vvetransformers.com.

To

Date: 4th January, 2023

Vijay Kumar Manupati

Subject: Internship Offer Letter

Dear Vijay Kumar Manupati

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **23rd January, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30Days Salary) will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to Rs **200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs **900,000** INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068



International Logistics & Freight Forwarders

Feb 21st, 2023

Hyderabad

Internship Offer Letter

Dear Mr. Vineeth Chirla,

We are pleased to inform that you have been selected as an intern for the role of **Marketing/ Marketing Research** at Gayathri Air Services Private Limited.

Following are the details of the internship:

1. The internship will start on **February 24, 2023** and is expected to end on **August 24, 2023**.
2. During the internship, you will receive your stipend of **Rs. 15000/-** per month .
3. This offer is subject to the policies, terms and conditions of the Company.

The amount is payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. We look forward to working with you. To show your acceptance to this offer, please submit the signed copy of this letter to the HR department.

For Gayathri Air Services Private Limited.

(N Naga Prasad)

Director



OFFER ACCEPTANCE

I accept this offer with the Company under the terms set forth in this letter:

Name: Vineeth Chirla

Date: 21 Feb, 2023

Signature:

Gayathri Air Services Pvt. Ltd.

1-10-72/2A, 1st Floor, Cheekoti Garden, Begumpet, Hyderabad - 500 016.

Tel : 66319385, Telfax : 91-40-66319384, E-mail : glshyd@gayathriair.com



International Logistics & Freight Forwarders

Feb 21st, 2023

Hyderabad

Internship Offer Letter

Dear Mr. Vishwajeet K,

We are pleased to inform that you have been selected as an intern for the role of **Marketing/ Marketing Research** at Gayathri Air Services Private Limited.

Following are the details of the internship:

1. The internship will start on **February 24, 2023** and is expected to end on **August 24, 2023**.
2. During the internship, you will receive your stipend of **Rs. 15000/-** per month .
3. This offer is subject to the policies, terms and conditions of the Company.

The amount is payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. We look forward to working with you. To show your acceptance to this offer, please submit the signed copy of this letter to the HR department.

For Gayathri Air Services Private Limited.

(N Naga Prasad)

Director

OFFER ACCEPTANCE

I accept this offer with the Company under the terms set forth in this letter:

Name: Vishwajeet K

Date: 21 Feb, 2023

Signature:

Gayathri Air Services Pvt. Ltd.

1-10-72/2A, 1st Floor, Cheekoti Garden, Begumpet, Hyderabad - 500 016.

Tel : 66319385, Telfax : 91-40-66319384, E-mail : glshyd@gayathriair.com

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 25-08-2022**Name:** Amritha Bhargavi Utlā**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Amritha Bhargavi Utlā,**Sub:** Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “**VEDA IIT**” and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the “**Company**” and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the “**Training Program**”).

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company’s customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **29th August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **1 day** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering on **29th August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Before 29th August 2022, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:

Date:

Name:

Signature:

II. Formalities to be completed by **29th August 2022**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

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

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **1 Day** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **29th August 2022**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Amritha Bhargavi Utlal Signature: _____

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on 29th August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:
Date:

Name:
Signature:





December 13, 2022

Internship - Offer Letter

To,
Muthyam Mithila,
Plot No -139, AR Brindhavan Colony,
Ameenpur, Hyderabad,
Sangareddy District, Telangana - 502032

Dear Mithila,

We are pleased to confirm to you our offer for the position of **Intern** at Meritus Intelytics Private Limited (“Merilytics”).

During the internship period you will be paid a monthly stipend as per details below:

Component	Amount	Type
Stipend	INR 27,500	Monthly
Internship Bonus*	INR 95,000	One-Time

*You will be eligible to get an internship bonus on joining the firm as a Full-time employee post completion of your internship. This will be a one-time bonus paid on completing 3-months as a Full-time employee.

We would like your start date to be **January 09, 2023**. You will be based out of the Hyderabad office.

Please note that this offer is contingent upon *signing of Merilytics’ Employment Agreement*

During your internship, you may have access to confidential and sensitive information belonging to the Company. By accepting this internship offer, you acknowledge that you will keep all such information strictly confidential and refrain from disclosing it to anybody outside the Company, including friends and family members. In addition, you agree that, upon completion of your internship, you will immediately return all the Company assets as required. Also, you agree that throughout your internship, you will adhere to the Company policies and procedures governing the conduct of business and employees. Non-compliance on any of the above clauses will result in disciplinary action, up to and including termination of the internship and any future employment with Merilytics.

Please note that, as an ‘Intern’, you will not be eligible for any other company benefits and perks. You will be allocated a fixed number of leaves per month (apart from the declared holidays). You will be based out of our Hyderabad offices. Your internship is expected to end on **June 16, 2023**. However, you have the right to terminate internship for any reason, or no reason, at any time by giving 15 days’ notice. Merilytics also reserves the right to terminate your internship by giving 7 days’ notice, which is not applicable if reasons are related to performance and fraud issues. The terms

+91 040 48565313 careers@merilytics.com www.merilytics.com

Meritus Intelytics Pvt. Ltd., 2nd floor, Gutenberg IT Park, Kondapur, Hyderabad, Telangana 500084, India

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of internship are not subject to change or modification of any kind except if in writing and signed by you and the CEO of Merilytics.

Please note, the offer is valid until **December 15, 2022**. To accept the offer, sign and date this letter as indicated below.

We are looking forward to having you on our team.

Sincerely,

For Meritus Intelytics Private Limited

Authorized Signatory

(Siddharth Jain)

I hereby declare that I have read and understood the terms and conditions of employment and I confirm that I will be joining the company, with an effective start date of _____.

Signature:

Date: December 14, 2022

Date: 05-Nov-2022

Name: Nandini Koyala

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Nandini Koyala,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. 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 educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.
8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

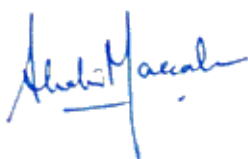
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. 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 the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 8, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	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: * 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 * 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 Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears : (Diploma, Graduation, Post-Graduation)	* 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
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
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 and agree to abide by all the terms of employment.
2. I am aware that this recruitment 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 MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:

Name:

Nandini Koyala

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9390451564

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

**ANNEXURE-3****Name : Nandini Koyala****Salary Grade : C1****Date: 05-Nov-2022**

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Medicclaim Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) 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.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all 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.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 

Name : Koyala Nandini

Date : Nov 8, 2022



Mindtree – LTI Amalgamation

Dear Nandini Koyala

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree

Getting businesses +
to the **future, faster** +

Mindtree Offer Letter

Final Audit Report


2022-11-08

Created:	2022-11-05
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5Y_mT291324I9OEwVyk8qp3I0A5-gUE


"Mindtree Offer Letter" History

 Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)

2022-11-05 - 10:58:58 AM GMT- IP address: 20.44.36.220

 Waiting for Signature by nandiniyadav617@gmail.com

2022-11-05 - 10:59:03 AM GMT

 Signer nandiniyadav617@gmail.com entered name at signing as Nandini Koyala

2022-11-08 - 6:42:57 AM GMT- IP address: 202.133.55.219

 Document e-signed by Nandini Koyala (nandiniyadav617@gmail.com)

E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)

Signature Date: 2022-11-08 - 6:42:59 AM GMT - Time Source: server- IP address: 202.133.55.219

 Agreement completed.

2022-11-08 - 6:42:59 AM GMT

To

Date: 4th January, 2023

Gummadvally Sathvika

Subject: Internship Offer Letter

Dear Gummadvally Sathvika

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **23rd January, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

Date: 05-Nov-2022

Name: Shailika Podduturi

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Shailika Podduturi,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. 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 educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.
8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

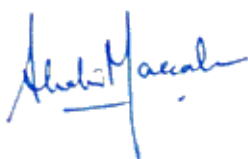
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. 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 the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.

P. SHAILIKA
P.SHAILIKA (Nov 8, 2022 21:34 GMT+5.5)

Nov 8, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	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: * 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 * 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 Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears : (Diploma, Graduation, Post-Graduation)	* 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
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
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 and agree to abide by all the terms of employment.
2. I am aware that this recruitment 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 MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:

P.SHAILIKA
P.SHAILIKA (Nov 8, 2022 21:34 GMT+5.5)

Name:

Shailika Podduturi

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

7032148877

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.



ANNEXURE-3

Name : Shailika Podduturi

Salary Grade : C1

Date: 05-Nov-2022

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) 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.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all 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.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

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If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

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Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

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Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

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Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

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As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
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Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



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14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : P.SHAILIKA
P.SHAILIKA (Nov 8, 2022 21:34 GMT+5.5)

Name : Shailika Podduturi

Date : Nov 8, 2022



Mindtree – LTI Amalgamation

Dear Shailika Podduturi

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree

Getting businesses +
to the **future, faster** +

Date: 05-Nov-2022

Name: Sravya Avala

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sravya Avala,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. 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 educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.
8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

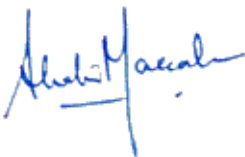
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. 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 the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.


Sravya AVala (Nov 5, 2022 17:54 GMT+5.5)

Nov 5, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	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: * 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 * 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 Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears : (Diploma, Graduation, Post-Graduation)	* 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
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
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 and agree to abide by all the terms of employment.
2. I am aware that this recruitment 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 MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:

Sravya AVala
Sravya AVala (Nov 5, 2022 17:54 GMT+5.5)

Name:

Sravya Avala

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

6301891213

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.



ANNEXURE-3

Name : Sravya Avala
Salary Grade : C1

Date: 05-Nov-2022

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaim Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) 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.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all 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.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



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- Design
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For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 
Sravya Avala (Nov 5, 2022 17:54 GMT+5.5)

Name : Sravya Avala

Date : Nov 5, 2022



Mindtree – LTI Amalgamation

Dear Sravya Avala

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree

Getting businesses +
to the **future, faster.**






Mindtree Offer Letter

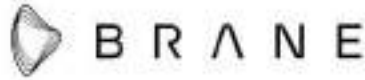
Final Audit Report

2022-11-05

Created:	2022-11-05
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAh27r05sf6PNhRwqhNuABQ2gMYw88akGS

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-05 - 10:54:53 AM GMT- IP address: 20.44.36.220
-  Waiting for Signature by avala.sravya1122@gmail.com
2022-11-05 - 10:55:02 AM GMT
-  Signer avala.sravya1122@gmail.com entered name at signing as Sravya AVala
2022-11-05 - 12:24:43 PM GMT- IP address: 219.91.183.1
-  Document e-signed by Sravya AVala (avala.sravya1122@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-05 - 12:24:45 PM GMT - Time Source: server- IP address: 219.91.183.1
-  Agreement completed.
2022-11-05 - 12:24:45 PM GMT



INTERNSHIP OFFER LETTER

Date: 27/02/2023

Place: Hyderabad

Ramisetti Sri Harshitha, D/O: Nageswara Rao, 8-11/A, Cinema Hall Bazar, Utukuru, Andhra Pradesh-521401.

Dear **Ms. Ramisetti Sri Harshitha,**

It is our pleasure to offer you an internship-training as a project intern in the Department of NPBU at **Brane Services Private Limited**, Hyderabad. This appointment will begin on **1st March 2023** with an internship stipend of **INR 20000/-** per month. You will work for **45 hours** per week totalling to **1080 hours** for the duration of the internship. You will be working from office location address: **Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIIC, Madhapur, Serilingampally, Mandal, Hyderabad-500081**. However, at the sole discretion and options of the Organization You may be given an opportunity for working from home depending on the Organization's working policy and the prevailing COVID-SARS pandemic situation.

We anticipate that your internship appointment will continue for **3 Months** i.e., till **31st May 2023**, contingent upon your training progress, funding availability, program needs and satisfactory performance.

On your joining day You will be reporting to **Leadership Module/HR Team** and for your internship period You will be collaborating and working with your **Module Leader** working in **NPBU**.

Please note that this is not any offer for permanent employment in our Organization. This offer for internship does not entitle you for any automatic or permanent employment with our Organization either during or after successful completion of your internship with us. Your internship may be terminated at any time at the sole discretion of the Organization with or without any reason. During your internship You will not be eligible for any benefits (or) emoluments (or) schemes which our Employees are eligible for or awarded. You shall strictly adhere to and follow in letter and spirit the Organizational policies and the guidelines issued by your Supervisor from time to time. If You do not agree with any of these terms and conditions, please do not accept or sign this internship offer letter.

We look forward to working with you. Please do not hesitate to call **Leadership Module/HR Team** if you have any questions about your internship. If you are unable to access the websites indicated in this letter, please contact **Leadership Module/HR Team** for a hard copy of these materials.

If You accept to the above terms and conditions and the internship opportunity, please send us a counter signed copy of this letter as an acknowledgement of acceptance to the above and also the Internship.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad, Rangareddi,

TG-500081

Gmail

Search mail

10 of 270



Erothi Narendra Kumar <narendrakumar.er...> 27 Feb 2023, 22:30 (7 days ago)

to me, Vikram, kavya.m

Dear Sri Harshitha,

"Greetings from Brane Enterprises Private Limited"!!!

We are delighted to extend this Internship offer of employment with effective 1st March 2023

Please find enclosed the Internship offer letter for your reference.

We request you to go through the offer letter in detail and send your acceptance by responding to this email.

Congratulations!!!

Regards,

Narendra Kumar Erothi

Brane Enterprises Pvt Ltd

Mobile : 9885837398

Email : narendrakumar.erothi@nsihub.com

Floor No. 3 & 4, Building No. 3A,

Raheja Mindspace IT Park,

Survey No. 64, TSIIIC, Madhapur,

Serilingampally Mandal, Hyderabad, Telangana

www.nsihub.com

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 24-08-2022**Name:** Akhil Shetty**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Akhil Shetty,**Sub:** Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "**VEDA IIT**" and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the "**Company**" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the "**Training Program**").

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **29th August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **1 day** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering on **29th August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Before 29th August 2022, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:

Date:

Name:

Signature:

II. Formalities to be completed by **29th August 2022**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

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

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **1 Day** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **29th August 2022**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Akhil Shetty Signature: _____

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on 29th August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:
Date:

Name:
Signature:





INTERNSHIP LETTER

Bharath Battipally
Ramanagutta road, Raparthy nagar 2
Khammam – 507001
TS
IN

Dear Bharath,

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

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your internship with Amazon India will commence on 09-Jan-2023 and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the "Term".

2. Duties

- 2.1 You will be engaged in the position of **Support Engineer Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities

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advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

- 2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures (as may be applicable to you), as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.
- 2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

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

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining

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during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

5. Remuneration

- 5.1 Your internship stipend will be Rs.50,000 per month made payable in arrears and subject to all lawful deductions of tax.
- 5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Internship Letter/Amazon India's Policies (as may be applicable to you), or your failure to return Amazon India's property.
- 5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your internship on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures (as may be applicable to you).

6. Leave and Benefits

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

7. Confidential Information and Confidentiality Obligations

- 7.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:
 - (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint venturers, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
 - (2) computer code (including source code and object code) or software developed, modified, or used by the Company;



Development Centre
India

- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;
- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;
- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise),

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- evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company;
 - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
 - (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your internship with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
 - (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
 - (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
 - (13) any copies of the above mentioned information.

7.2 Confidentiality Obligations:

- (ii) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your internship with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your internship with the Company or at any time thereafter, and without regard to when or for what reason, if any, such internship shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.
- (i) During the course of your internship with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 7.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (i) Nothing in this Internship Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

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8. Intellectual Property Rights

- 8.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company.
- 8.2 For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:
- (i) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
 - (ii) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that you or Company may hereafter make or develop;
 - (iii) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
 - (iv) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
 - (v) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.
- 8.3 During the period of your internship with the Company and as may be reasonably necessary subsequent to your internship, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be

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required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

8.4 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your internship with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

8.5 Notwithstanding any other provision hereof to the contrary, this Internship Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

8.6 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

9. **Data Protection**

9.1 You authorise Amazon India to collect, process and transfer all your personal information obtained by Amazon India for the purpose of proactively managing the relationship.

9.2 You further authorise the transfer to, and storage of, your personal information in the worldwide database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected

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U72200KA2004FTC034233

management throughout the Amazon group worldwide will be authorised to access this database.

10. Exclusivity

During your internship, you will be required to devote your full time, attention and abilities to your assignment, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking or undertake any internship therein.

11. Relationship of parties

This internship opportunity neither creates the relationship of employer and employee between the Company and you, nor does it assure or guarantee future employment with the Company.

12. Termination of Internship

12.1 Your internship will automatically end on **30-Jun-2023**, unless terminated earlier as per the provisions of this Section.

12.2 This Internship Letter may be terminated either by the Company or by you at any point of time during the Term, without providing any reasons for such termination. Such termination shall be valid and effective only if communicated to the other party in writing at least one day prior to the date of termination.

12.3 On the expiry or sooner termination of your internship for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Background Investigation

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

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

- 13.1 It is Amazon India's policy to investigate all its new interns. Your internship is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
- 13.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.
- 14. Foreign Nationals**
- 14.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of internship with Amazon India.
- 14.2 You are also required to ensure all future correspondence and permissions for continued stay and internship in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.
- 14.3 It is made clear that possessing valid work permit / authorisation at all times of your internship is an inherent requirement of your internship with Amazon India. Any time after the execution of this Internship Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your internship, without notice, with immediate effect, without any liability towards you.
- 15. Representations and Warranties**
- You hereby represent and warrant to the Company that:
- 15.1 you shall not, during the course of your internship with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party, except pursuant to written authorization by such third party to do so;
- 15.2 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party;

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560055. Karnataka India

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

15.3 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your internship with Amazon India or that restrict your ability to execute this Internship Letter.

15.4 You hereby represent and warrant that the information furnished by you for the purpose of your internship with the Company is true and correct to the best of your information, knowledge and belief.

16. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

17. Waiver

Failure of the Company to insist upon strict adherence of any term of this Internship Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Internship Letter.

18. Severability

The holding of any provision of this Internship Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

19. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Internship Letter and/or Amazon India's Policies and Procedures (as may be applicable to you) may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Internship Letter (e.g., for recovery of damages

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

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

or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

20. Governing Law and Jurisdiction

Your internship, and any disputes which may arise under, out of, or in connection with your internship, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

21. Agreement/Modifications

The terms described in this Internship Letter and in Amazon's Policies and Procedures (as may be applicable to you), will cumulatively constitute the terms of your Internship, and shall supersede any previous discussions, offers, or agreements relating to your internship, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

22. Headings

The Section headings appearing in this Internship Letter are used for convenience of reference only and shall not be considered a part of this Internship Letter or in any way modify, amend or affect the meaning of any of its provisions.

23. Survival

Your obligations under Sections 7, 12, 17, 18, 19, 20 and this Section 23 hereof shall survive the termination of this Internship Letter and of your internship with the Company.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of internship.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: priyanka vashist
Date: 2022.12.08 14:36:08 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Internship Letter and, after reading and understanding the same, I accept the same on the terms set out herein.

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

Tel. : + 91 - 80 - 6767 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

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

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

Private & Confidential

Reference: 186872

Dated: 24 November 2022
Nallamolu, Chaitanya

Dear Chaitanya,

It is our pleasure to offer you student internship to work on a project with Oracle India Private Limited, IDC (the **Company**) by way of this internship letter.

Appointment

Your project location would be HYDERABAD.

The duration of your internship will be from **11 January 2023** to **07 July 2023**. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

Stipend

Under this internship, you will be paid a stipend of INR **50,000.00** per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings,

software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

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



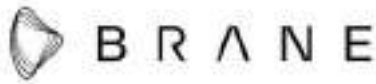
Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

Guidelines For Interns

- To enable us to equip you with some of the skills that you may require in your future professional career, you would be required to be available for eight hours each working day at the Company, excluding breaks, during the course of your internship. Your mentor will communicate to you the specific timings that you need to maintain at the Company.
- You will be eligible to take leave of up to 2.25 days per month subject to prior notification and approval from your mentor, and you will be governed by the public/Government holidays as applicable to the Company's location where you are interning.
- You will have to sign our standard "Internship Non-Disclosure Agreement".
- You will be required to comply with the Company's background check process as applicable to interns prior to commencement of the internship. As part of your background check, as well as during the course of your internship, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information, as it may deem necessary, from time to time, as necessary for the purpose of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other group company, or to third party service providers, within or outside India, any such personal information relating to you.
- Access card for entry into Oracle office will be provided for the duration of the project, after which, you are required to return the access card.
- Any project carried out at the Company will remain the property of the Company and you will not be allowed to keep with you in any format or mode & any part thereof without the Company's express consent. All rights to such project will remain solely with the Company.
- You need to abide by all relevant company policies, including the policies concerning physical security, information security, discipline, confidentiality, conduct & ethics at workplace, etc.
- You shall be required to prepare a project report and a copy of the report shall be retained by the Company.
- If the project requires generation of source code, the same shall not be included in the project report, nor can you remove a copy of the source code from the office in any format or mode.
- In any work output/product resulting from this internship shall be disclosed by you that you were doing internship assignment for and on the Company's behalf and that the Company owns copyright of the reports/output you created.
- You shall not acquire the status of an employee nor a right to claim employment with the Company by virtue of your participation in this project/internship.



INTERNSHIP OFFER LETTER

Date: 12/01/2023

Place: Hyderabad

Darpan Reddy Enugurthy, S/O: Venkatram Reddy Enugurthy, 1-88, Moranchapalli, Bhupalapally mandal, Telangana-506001

Dear **Mr. Darpan Reddy Enugurthy,**

It is our pleasure to offer you an internship-training as a project intern in the Department of **Business Solutions** at **Brane Services Private Limited**, Hyderabad. This appointment will begin on **30th January 2023** with an internship stipend of **INR 20000/-** per month. You will work for **45 hours** per week totalling to **1080 hours** for the duration of the internship. You will be working from office location address: **Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal, Hyderabad-500081**. However, at the sole discretion and options of the Organization You may be given an opportunity for working from home depending on the Organization's working policy and the prevailing COVID-SARS pandemic situation.

We anticipate that your internship appointment will continue for **6 Months** i.e., till **31st July 2023**, contingent upon your training progress, funding availability, program needs and satisfactory performance.

On your joining day You will be reporting to **Leadership Module/HR Team** and for your internship period You will be collaborating and working with your **Module Leader** working in **Business Solutions**. "On completion of 60 days tenure as an intern at Brane, you may be provided an offer of employment, subject to successful completion of an internal assessment and obtaining satisfactory performance feedback from relevant stakeholders. However, if you are unable to complete the assessment and or in case of failure in obtaining satisfactory performance feedback from stakeholders, you will be given a further opportunity to take a final assessment post completion of 30 days from the date of first assessment however, this is subject to your continuation of internship at Brane"

Please note that this is not any offer for permanent employment in our Organization. This offer for internship does not entitle you for any automatic or permanent employment with our Organization either during or after successful completion of your internship with us. Your internship may be terminated at any time at the sole discretion of the Organization with or without any reason. During your internship You will not be eligible for any benefits (or) emoluments (or) schemes which our Employees are eligible for or awarded. You shall strictly adhere to and follow in letter and spirit the Organizational policies and the guidelines issued by your Supervisor from time to time. If You do not agree with any of these terms and conditions, please do not accept or sign this internship offer letter.

We look forward to working with you. Please do not hesitate to call **Leadership Module/HR Team** if you have any questions about your internship. If you are unable to access the websites indicated in this letter, please contact **Leadership Module/HR Team** for a hard copy of these materials.

If You accept to the above terms and conditions and the internship opportunity, please send us a counter signed copy of this letter as an acknowledgement of acceptance to the above and also the Internship.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad, Rangareddi,

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

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

Private & Confidential

Reference: 187283

Dated: 25 November 2022
Gulla, Gowtham

Dear Gowtham,

It is our pleasure to offer you student internship to work on a project with Oracle India Private Limited, IDC (the **Company**) by way of this internship letter.

Appointment

Your project location would be HYDERABAD.

The duration of your internship will be from **11 January 2023 to 07 July 2023**. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

Stipend

Under this internship, you will be paid a stipend of INR **50,000.00** per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings,

software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

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

A handwritten signature in blue ink, appearing to read 'Srihari Beldona', with a long horizontal line extending to the right.

Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

Guidelines For Interns

- To enable us to equip you with some of the skills that you may require in your future professional career, you would be required to be available for eight hours each working day at the Company, excluding breaks, during the course of your internship. Your mentor will communicate to you the specific timings that you need to maintain at the Company.
- You will be eligible to take leave of up to 2.25 days per month subject to prior notification and approval from your mentor, and you will be governed by the public/Government holidays as applicable to the Company's location where you are interning.
- You will have to sign our standard "Internship Non-Disclosure Agreement".
- You will be required to comply with the Company's background check process as applicable to interns prior to commencement of the internship. As part of your background check, as well as during the course of your internship, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information, as it may deem necessary, from time to time, as necessary for the purpose of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other group company, or to third party service providers, within or outside India, any such personal information relating to you.
- Access card for entry into Oracle office will be provided for the duration of the project, after which, you are required to return the access card.
- Any project carried out at the Company will remain the property of the Company and you will not be allowed to keep with you in any format or mode & any part thereof without the Company's express consent. All rights to such project will remain solely with the Company.
- You need to abide by all relevant company policies, including the policies concerning physical security, information security, discipline, confidentiality, conduct & ethics at workplace, etc.
- You shall be required to prepare a project report and a copy of the report shall be retained by the Company.
- If the project requires generation of source code, the same shall not be included in the project report, nor can you remove a copy of the source code from the office in any format or mode.
- In any work output/product resulting from this internship shall be disclosed by you that you were doing internship assignment for and on the Company's behalf and that the Company owns copyright of the reports/output you created.
- You shall not acquire the status of an employee nor a right to claim employment with the Company by virtue of your participation in this project/internship.

Offer letter for candidate Gowtham Gulla

Candidate's response "Accepted" was recorded on November 24, 2022 11:59 PM Singapore

Electronically signed by Gowtham Gulla on November 24, 2022

Electronically signed from 103.80.118.218



December 19, 2022

Harikrishna Nalumasu
H.No:11-103, Brahmanawada,Dharmapuri,
Jagtial District, Dharmapuri - 505425
nalumasu.harikrishna@gmail.com
6301447543

Dear Harikrishna Nalumasu:

In connection with your practical training as part of your Bachelor of Engineering program, we are pleased to offer you an internship with Micron Technology Operations India LLP (**Micron**) on the terms set out in this letter, and the accompanying Standard Terms and Conditions (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Reporting and Location

The purpose of this training program is to provide you with relevant guidance and further equip you with experience that will be helpful in your future career. In furtherance of this you are required to report to Sr. Manager - IT Facilities & EHS and be supervised by the person in that position, or such other position determined by Micron.

During the tenure of your training you should work closely with Sr. Manager - IT Facilities & EHS, or such other person as Micron may determine, who will guide you and review your assignment to ensure that the training is an enriching experience for you.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to attend other locations if required to do so by Micron from time to time.

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

2. Term

Your internship is for a term of 5 months, starting on February 06, 2023 up until July 07, 2023 (the period between these two dates being the "Term"), subject to the parties' rights of termination under clause 4 of the Standard Terms and applicable law.

The required period of notice for **clause 4.1(a)** of the Standard Terms (which deals with the notice of termination to be given by the parties) is 1 week.

3. Hours

Your initial hours of attendance during your internship are:

Hours of Attendance: Monday to Friday, 9.00 am to 6.00 pm
Meal break: 60 minutes

You will not be required to attend Micron for the purposes of your internship on any days which are observed by Micron as a public holiday (there are currently 10 per calendar year), and you will be paid your Stipend (as defined below) if that day would otherwise be a day upon which you attend Micron.

4. Stipend

You will receive a stipend during your internship (Stipend) at the rate of INR 22000 per month, subject to any applicable deductions.

You will however not be entitled to any other allowances or benefits given to the regular employees of Micron, save as provided in this letter. This is regardless of the terms of any Micron policy, plan or program which does or might suggest otherwise.

5. Other Benefits

Relocation Assistance

You are eligible for relocation assistance under the provisions of Micron's Intra-India Intern Relocation Policy (Policy), a copy of which accompanies this letter. Please refer to the Policy for complete details and descriptions of the relocation assistance. You will also have the assistance of a relocation management company (RMC) to help make the move to the new location a positive experience. Please note that this Policy and the benefits provided under it are subject to replacement, change or discontinuance at any time in Micron's discretion.

If you do not begin your internship at the internship location by the anticipated start date, you terminate your internship at Micron before the agreed end date, or Micron terminates your internship for misconduct, absenteeism or any other violation of company policy during your internship period, you agree to reimburse Micron immediately on a pro-rata basis for the costs of relocation assistance paid for or provided by Micron, including without limitation taxes and relocation service provider fees. The pro-rating factor will be worked out by reference to the period you attended Micron for the purposes of your internship compared to the total period agreed for the duration of your internship.

You authorise Micron to withhold from your final Stipend payment, to the extent permitted by law, any amount owed to Micron for repayment of relocation expenses and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this.

6. Additional Contractual Terms

The accompanying Confidentiality and Intellectual Property Agreement and the Standard Terms are incorporated into this letter and form part of the terms of your internship. During your training with Micron, you will be on the physical premises of Micron and hence you are expected to comply with all applicable Micron rules and regulations as enforced from time to time in respect of matters not covered in this letter.

You acknowledge also that Micron insists you not violate any confidentiality or other obligations that you owe to your prior employers and/or any third parties, and that you avoid creating any potential implication or appearance of wrongdoing. You must not take, use, or disclose any proprietary, confidential, or trade secret information (including hardcopy or electronic files, information, documents, or other materials) from any prior employer and/or any third party in connection with your internship at Micron.

Micron also insists that you do not retain any potentially confidential, proprietary, or trade secret materials from any prior employer and/or any third party. To the extent you have not done so already, please take this opportunity to search your personal email, cloud, and devices to ensure that you do not download, take, or retain – even inadvertently – any nonpublic business files or documents from any prior employer and/or any third party. If you locate any such files or documents, please return and/or delete them (as provided by your contracts with prior employers and/or any third parties) as soon as possible, so that you do not possess any such files or documents on the day you begin your internship at Micron.

Based on the foregoing, you represent that your internship with Micron will not breach any agreement to protect confidential information, knowledge, or data acquired by you in confidence or in trust prior to becoming an intern of Micron, and you will not use, access, or disclose to Micron, or induce Micron to use or disclose, any such confidential information or material belonging to any prior employer and/or any third party. Further, you agree that in the event you believe at any time that your internship with Micron would make it difficult for you to not disclose to Micron any confidential information or materials belonging to any prior employer and/or any third party, you will immediately inform Micron via email at new_hire_cert@micron.com and to your supervisor at Micron.

This offer is not an offer of employment and nothing in this letter renders you an employee of Micron, and you must not hold yourself out as an employee. During your internship, you will not be entitled to any of the benefits provided by Micron to its employees.

It is further clarified that you are not an “employee” or a “workman” for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Micron upon completion of your internship.

7. Foreign Citizenship

All Micron sites must observe U.S. export control rules that control information that may be provided to persons from *Cuba, Iran, North Korea, Sudan, and Syria*. Micron understands that you are *NOT* a citizen of any of these countries (even at a secondary level, such as "dual" citizenship with a new country). *If you are a citizen of, or hold dual citizenship with any of these countries, you must inform Human Resources immediately, to permit us to request an export control license for you if necessary.*

8. Acceptance

Please sign this letter, the accompanying Standard Terms and the Confidentiality and Intellectual Property Agreement and return them to Human Resources within 7 days of the date of this letter. If you do not do so then this offer will be automatically deemed withdrawn.

Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Harikrishna Nalumasu, have read and understand this letter, the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept the terms and conditions of my internship offered therein.

Signature

Date (mm/dd/yyyy)

**Micron Technology Operations India LLP (MICRON)
STANDARD TERMS AND CONDITIONS**

These Standard Terms together with the accompanying letter and Confidentiality and Intellectual Property Agreement set out the terms and conditions on which Micron offers you an internship.

1. Your Duties

1.1 You must:

- (a) perform to the best of your abilities and knowledge the duties assigned to you by Micron from time to time, whether during or outside its business hours, at such places as Micron requires and for Micron or any of its Related Companies as required by Micron;
- (b) devote your time and attention during Micron's business hours exclusively to the discharge of your duties;
- (c) comply with all lawful directions of Micron from time to time and comply with all laws applicable to your position and the duties assigned to you;
- (d) comply with all applicable Micron policies and procedures which Micron may vary and/or adopt from time to time and that are applicable to you by virtue of you being on the physical premises of Micron. Micron may adopt, change or rescind these policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so. Micron's policies and procedures apply to you and you must comply with their terms but they do not form part of this Agreement.

1.2 Without limiting your duties to Micron, during your internship you must not engage in any business or activity for any entity which conflicts with your duties.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.3**.

2. Hours of Attendance

2.1 Micron may change the hours associated with its attendance requirements from time to time. Micron may also change the nature of any such attendance requirements and/or replace any such attendance requirements with other attendance requirements.

2.2 You will be required to perform your duties in accordance with the attendance system

notified to you by Micron, or required to change from one system to another, depending on Micron's operational requirements from time to time.

2.3 In all cases you will need to be flexible about when you perform your duties and you will be required to attend as necessary to perform your duties and responsibilities, to the extent permitted by law. Unless stated otherwise by Micron policy, you will not receive any additional payment for attendance in excess of the hours stated in this Agreement (as varied from time to time by Micron), to the extent permitted by law, because the possibility of such requirement is reflected in your Stipend.

3. Leave and Absence

3.1 You may be granted one day of paid absence per month due to medical issues during the tenure of your internship (equivalent to 12 days per year). Any day not used during the month will remain available for use until no later than the end of the calendar year. You will not be entitled to encash any leave at the time of exit. Before granting absences for medical reasons, or during or after any period of absence due to medical reasons, Micron may require you to provide to Micron satisfactory evidence confirming your illness or injury, which may include, if reasonably practical, a medical certificate.

3.2 You are required to notify Micron immediately of every absence from your internship and its probable duration. Upon request by Micron, you must promptly provide Micron with reasons for the absence.

4. Termination

4.1 Your internship may be terminated at any time by either party:

- (a) giving the other party the required period of notice in writing as set out in the accompanying letter; or
- (b) by paying the other party an amount equal to your Stipend in lieu of notice for that period; or
- (c) in part by giving the other party notice in writing and in part by making a payment of your Stipend to the other party in lieu of notice.

4.2 Your internship may be terminated by Micron at any time without notice:

- (a) if you are guilty of serious misconduct, including, without limitation:

- (i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of your internship;
 - (ii) commission of any act or omission that causes imminent, or serious, risk to:
 - (A) the health or safety of a person; or
 - (B) the reputation, viability or profitability of Micron's business;
 - (iii) in the course of your internship, engaging in theft, fraud or assault;
 - (iv) intoxication while at Micron; or
 - (v) refusing to carry out a lawful and reasonable instruction;
- (b) if you engage in conduct that could bring you or Micron or any Related Company into disrepute;
 - (c) if you are certified medically unfit to perform your duties or if you fail to meet the relevant minimum health standards imposed by Indian authorities (if any);
 - (d) if you breach any material provision of this Agreement or the CIPA; or
 - (e) on any other ground for which Micron would be entitled at law to this Agreement without notice.

4.3 Micron may exclude you from its premises without any payment of your Stipend while investigating any matter which Micron believes could lead to Micron exercising its rights under **clause 4.2**.

4.4 Your internship will terminate automatically at the expiry of the Term.

4.5 Termination under **clause 4** or due to the expiry of the Term does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.

5. Stipend

Your Stipend will accrue pro-rata each month in accordance with the days upon which you are scheduled to attend Micron for the purpose of your internship that month. Micron may recover from your Stipend, or any other payment due to you from Micron, any overpayments made to you in respect of any payment made to you by Micron or any Related Company and any further amounts owed by you to Micron or any Related Company.

6. Warranty

You warrant that:

- (a) you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your internship with Micron;
- (b) your internship with Micron will not violate any agreement with, or rights of, any third party;
- (c) except as expressly authorized by Micron in writing, you will not use or disclose your own or any third party's confidential information or intellectual property when carrying out your internship; and
- (d) you have not retained anything containing any confidential information of a third party, whether or not created by you.

7. Severability

Part or all of any clause of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

8. Waiver

The failure of either party at any time to insist on performance of any provision of this Agreement or to fail to exercise a right under this Agreement is not a waiver of its right at any later time to insist on performance of that or any other provision of, or exercise that or any other right under, this Agreement.

9. Successors and Assigns

Micron will have the right to assign this Agreement to the extent permitted by law and all covenants and agreements herein will then be for the benefit of, and be enforceable by, such successors and assigns. This Agreement is personal to you and cannot be assigned by you.

10. Entire Agreement

This Agreement and the CIPA:

- (a) constitute the entire agreement between the parties as to their subject matter; and
- (b) in relation to that subject matter, supersede and replace any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party.

11. Headings

Headings are for ease of reference only and do not affect the meaning of this Agreement.

12. Alteration, Exercise of Rights and Policies

This Agreement may only be altered in writing signed by each party. The exercise of any right or discretion by Micron under this Agreement or in connection with your internship is in its absolute discretion and is not subject to any implied restrictions. A reference to any Micron policy, procedure or practice is a reference to that policy, procedure or practice as adopted, changed or replaced by Micron from time to time.

Intern Name (print)

Signed

Date (mm/dd/yyyy)

13. Governing Law

This Agreement is governed by the law applicable in India and the parties irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of Bangalore.

14. Definitions

14.1 **Agreement** means these Standard Terms and the accompanying letter.

14.2 **engage in** means to participate, assist or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent manager, employee, beneficiary, partner, associate, trustee or financier.

14.3 **Related Companies** means and includes any firm, company, corporation or other organization which:

- (a) is directly or indirectly controlled by Micron and/or by Micron Technology, Inc; or
- (b) directly or indirectly controls Micron; or
- (c) is directly or indirectly controlled by a third party who also directly or indirectly controls Micron,

(a) and, for such purposes, the term "control" when used with respect to any person means the possession, directly or indirectly, of power to direct or cause the direction of the management and policies of such person, whether through the ownership of shares or by contract or otherwise.

14.4 Unless the context otherwise requires, terms defined in the accompanying letter have the same meaning in these Standard Terms and vice versa.



Regd. Office:

Intel Technology India Pvt. Ltd.
number 23-56P, Outer Ring Road
Devarabeesanahalli, Varthur Hobli
Bellandur Post
Bangalore 560 103, India
CIN: U85110KA1997PTC021606
Tel: +91-80-2605 3000
Fax: +91-80-2605 6190
www.intel.com

16 September 2022

Jayadeep Reddy Kalicheti
CBIT Hyderabad
India

Dear Jayadeep Reddy

Intel Internship

Congratulations! Intel is pleased to offer you an Intern position as a part of our internship program.

At Intel we are committed to providing a supportive environment to learn and grow; as such we hope you will find your internship enjoyable and rewarding.

This letter and its enclosures are really important as it contains all the information about your internship and, in particular, the terms and conditions of your internship, so please do read it very carefully.

Right to Work

Please note, if relevant, this offer of internship is made subject to the local immigration approving your Work Permit/Visa authorization for internship with Intel, if you are a foreign national or a non-permanent resident of **India** rules and regulations of the approved visa, and the issue of a US government export license (if required).

Internship

Your internship will take place at SRR3 - SRR3 - Bangalore Sarjapur 3 with effect from 3 October 2022 to 29 September 2023. In the event that your actual start date is different to the above, the date recorded in Intel's HR System shall be regarded as final.

Your internship will be in the NECE HPG D2S IP department



You will not have any fixed hours of work but we would ask you to attend working hours/shift schedule as proposed to you by your supervisor in order to gain the best experiences and learning from your internship.

You will not be a permanent employee and as such the normal regulations governing employment with us will not apply to you.

However, we expect you to perform the activities and work given to you to the best of your ability and to maintain appropriate standards of behavior at all times. Even though Intel's guidelines, rules and policies refer to employees only, we also expect you to comply with them, including agreeing to the General Terms of Internships that will be provided to you separately.

Induction, Training and Supervision

We will provide an induction explaining what we do and provide training to assist you to meet the standards we expect from interns and to ensure your health and safety.

You will be assigned a supervisor as your main point of contact during your internship and who you will have regular meetings with. Your supervision will outline the internship program, your learning objectives and any other specifications that may be assigned to you from time to time.

In line with this please give your supervisor as much notice as possible if you are unable to attend any part of your internship when expected. Your paid annual leave entitlement will be according to Intel internship guideline.

Internship Stipend and Expenses:

You will be paid an internship stipend of **INR 40,000** per month. The actual stipend will be calculated upon your attendance and we reserve the right to reduce the stipend for any period that you are absence other than where you are on approved annual leave.

This will, where possible, be paid monthly in arrears directly into your nominated bank account.

Where required, we will undertake to withhold such taxes and insurances to which the internship stipend is subject to, if any, in accordance with the local law. Where also required we will enroll you in any applicable statutory benefit programs or insurances according to such local laws and regulations.

We will also reimburse certain out-of-pocket expenses incurred in connection with your internship in accordance our policy but only where they have received approval in advance.

Termination: Either of us may terminate this internship by giving to the other 7 days' notice in writing.

Public Statements: You are directed to refrain from making any public statements, either written or spoken, which is not compliant with company policies or guidelines.

Graduation Status: You are required to notify Intel upon receiving notification from your University of your graduation status.



Worldwide Human Resources Database: Intel has a worldwide human resources database of information relating to its employees. By signing this letter/agreement, you consent to Intel transferring and storing information relating to you in a central database in the U.S.A. or at such other location as Intel may from time to time decide. For its part, Intel will ensure that in transferring and storing such data you will continue to enjoy the same rights of data protection as afforded to you by applicable local law.

Employment Status: This offer and your internship do not constitute an employment contract or employment relationship.

Accurate Information: Your internship at Intel will be based on the information supplied to us in the course of your application. If you submit false information in support of your application for an internship, Intel will terminate your internship with immediate effect.

We hope the above terms are clear. If not please do contact us. However, please note, this offer is valid for 10 working days from the date stated above, after which we will consider the offer null and void. Any changes you make to this offer letter without prior agreement with your hiring manager will not be valid or enforceable.

Please acknowledge receipt and acceptance of this letter by signing, dating and returning the enclosed copy. We look forward to welcoming you.

Yours sincerely,

For and on behalf of

Authorized Signatory
Nupur Shrivastava

ACKNOWLEDGEMENT & DECLARATION

I, _____, have read and understood the above; and accept the offer under the terms stated.

I hereby agree that all data relative to my internship with Intel will be centralized in a Human Resources Database and Intel may store, transmit and allow access to such data to any Human Resource and authorized personnel within Intel Worldwide.

By signing this letter, I confirm that all personal information provided to Intel is correct and that I do not have any criminal convictions. I also understand that failure to disclose accurate information will render me liable for disciplinary action up to and including termination of my internship.



Signature: _____ Date: _____

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

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

Private & Confidential

Reference: 187170

Dated: 24 November 2022
Padige, Kalyan Kumar

Dear Kalyan Kumar,

It is our pleasure to offer you student internship to work on a project with Oracle India Private Limited, IDC (the **Company**) by way of this internship letter.

Appointment

Your project location would be Hyderabad.

The duration of your internship will be from **11 January 2023** to **07 July 2023**. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

Stipend

Under this internship, you will be paid a stipend of INR **50,000.00** per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings,

software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

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



Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

Guidelines For Interns

- To enable us to equip you with some of the skills that you may require in your future professional career, you would be required to be available for eight hours each working day at the Company, excluding breaks, during the course of your internship. Your mentor will communicate to you the specific timings that you need to maintain at the Company.
- You will be eligible to take leave of up to 2.25 days per month subject to prior notification and approval from your mentor, and you will be governed by the public/Government holidays as applicable to the Company's location where you are interning.
- You will have to sign our standard "Internship Non-Disclosure Agreement".
- You will be required to comply with the Company's background check process as applicable to interns prior to commencement of the internship. As part of your background check, as well as during the course of your internship, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information, as it may deem necessary, from time to time, as necessary for the purpose of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other group company, or to third party service providers, within or outside India, any such personal information relating to you.
- Access card for entry into Oracle office will be provided for the duration of the project, after which, you are required to return the access card.
- Any project carried out at the Company will remain the property of the Company and you will not be allowed to keep with you in any format or mode & any part thereof without the Company's express consent. All rights to such project will remain solely with the Company.
- You need to abide by all relevant company policies, including the policies concerning physical security, information security, discipline, confidentiality, conduct & ethics at workplace, etc.
- You shall be required to prepare a project report and a copy of the report shall be retained by the Company.
- If the project requires generation of source code, the same shall not be included in the project report, nor can you remove a copy of the source code from the office in any format or mode.
- In any work output/product resulting from this internship shall be disclosed by you that you were doing internship assignment for and on the Company's behalf and that the Company owns copyright of the reports/output you created.
- You shall not acquire the status of an employee nor a right to claim employment with the Company by virtue of your participation in this project/internship.



INTERNSHIP LETTER

Mahindra Chowdary
hno 5-1-14 ,near bjp office, kukatpally
Hyderabad – 500072
TS
IN

Dear Mahindra,

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

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your internship with Amazon India will commence on **09-Jan-2023** and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the “Term”.

2. Duties

- 2.1 You will be engaged in the position of **Support Engineer Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities

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

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

advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

- 2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures (as may be applicable to you), as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.
- 2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

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

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining

during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

5. Remuneration

- 5.1 Your internship stipend will be Rs.50,000 per month made payable in arrears and subject to all lawful deductions of tax.
- 5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Internship Letter/Amazon India's Policies (as may be applicable to you), or your failure to return Amazon India's property.
- 5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your internship on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures (as may be applicable to you).

6. Leave and Benefits

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

7. Confidential Information and Confidentiality Obligations

- 7.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:
 - (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint venturers, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
 - (2) computer code (including source code and object code) or software developed, modified, or used by the Company;

- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;
- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;
- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise),

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

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

- evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company;
 - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
 - (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your internship with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
 - (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
 - (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
 - (13) any copies of the above mentioned information.

7.2 Confidentiality Obligations:

- (i) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your internship with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your internship with the Company or at any time thereafter, and without regard to when or for what reason, if any, such internship shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.
- (i) During the course of your internship with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 7.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (i) Nothing in this Internship Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

8. Intellectual Property Rights

- 8.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company.
- 8.2 For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:
- (i) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
 - (i) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that you or Company may hereafter make or develop;
 - (i) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
 - (i) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
 - (i) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.
- 8.3 During the period of your internship with the Company and as may be reasonably necessary subsequent to your internship, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be

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

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
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required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

- 8.4 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your internship with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.
- 8.5 Notwithstanding any other provision hereof to the contrary, this Internship Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.
- 8.6 No Grant of Rights.
You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

9. Data Protection

- 9.1 You authorise Amazon India to collect, process and transfer all your personal information obtained by Amazon India for the purpose of proactively managing the relationship.
- 9.2 You further authorise the transfer to, and storage of, your personal information in the worldwide database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected

management throughout the Amazon group worldwide will be authorised to access this database.

10. Exclusivity

During your internship, you will be required to devote your full time, attention and abilities to your assignment, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking or undertake any internship therein.

11. Relationship of parties

This internship opportunity neither creates the relationship of employer and employee between the Company and you, nor does it assure or guarantee future employment with the Company.

12. Termination of Internship

- 12.1 Your internship will automatically end on **30-Jun-2023**, unless terminated earlier as per the provisions of this Section.
- 12.2 This Internship Letter may be terminated either by the Company or by you at any point of time during the Term, without providing any reasons for such termination. Such termination shall be valid and effective only if communicated to the other party in writing at least one day prior to the date of termination.
- 12.3 On the expiry or sooner termination of your internship for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Background Investigation

- 13.1 It is Amazon India's policy to investigate all its new interns. Your internship is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
- 13.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

14. Foreign Nationals

- 14.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of internship with Amazon India.
- 14.2 You are also required to ensure all future correspondence and permissions for continued stay and internship in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.
- 14.3 It is made clear that possessing valid work permit / authorisation at all times of your internship is an inherent requirement of your internship with Amazon India. Any time after the execution of this Internship Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your internship, without notice, with immediate effect, without any liability towards you.

15. Representations and Warranties

You hereby represent and warrant to the Company that:

- 15.1 you shall not, during the course of your internship with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party, except pursuant to written authorization by such third party to do so;
- 15.2 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party;

- 15.3 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your internship with Amazon India or that restrict your ability to execute this Internship Letter.
- 15.4 You hereby represent and warrant that the information furnished by you for the purpose of your internship with the Company is true and correct to the best of your information, knowledge and belief.

16. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

17. Waiver

Failure of the Company to insist upon strict adherence of any term of this Internship Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Internship Letter.

18. Severability

The holding of any provision of this Internship Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

19. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Internship Letter and/or Amazon India's Policies and Procedures (as may be applicable to you) may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Internship Letter (e.g., for recovery of damages

or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

20. Governing Law and Jurisdiction

Your Internship, and any disputes which may arise under, out of, or in connection with your internship, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

21. Agreement/Modifications

The terms described in this Internship Letter and in Amazon's Policies and Procedures (as may be applicable to you), will cumulatively constitute the terms of your internship, and shall supersede any previous discussions, offers, or agreements relating to your internship, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

22. Headings

The Section headings appearing in this Internship Letter are used for convenience of reference only and shall not be considered a part of this Internship Letter or in any way modify, amend or affect the meaning of any of its provisions.

23. Survival

Your obligations under Sections 7, 12, 17, 18, 19, 20 and this Section 23 hereof shall survive the termination of this Internship Letter and of your internship with the Company.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of internship.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: NANDURI VENKAT SATISH
CHANDER
Date: 2022.12.07 11:18:52 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Internship Letter and, after reading and understanding the same, I accept the same on the terms set out herein.

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

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

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 20-08-2022**Name:** Nishanth Domakonda**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Nishanth Domakonda,**Sub:** Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “**VEDA IIT**” and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the “**Company**” and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the “**Training Program**”).

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company’s customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering in **August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Within **1 week**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:
Date:Name:
Signature:

II. Formalities to be completed by **1 Week**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

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

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **3 Days** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **1 Week**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Nishanth Domakonda Signature:

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing in August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:
Date:

Name:
Signature:





November 3, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ribhu Bhatta Charya,

We are delighted to invite you to join IBM as an Intern – Software Developer.

You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM, you will be a part of a diverse team where you will meet and work with new people from different cultures to tackle challenges from a fresh perspective. IBM gives you the ability to be yourself and freely express your ideas with colleagues from around the world. The sky is the limit to what you can do.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries –bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your Internship Letter is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





November 3, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
<http://www-07.ibm.com/in/careers/>

Dear Ribhu Bhatta Charya

We are pleased to offer you a permission letter for project training as an Intern from January 2, 2023 to July 1, 2023. During your Internship assignment, you will be working on the assignment at Bangalore and paid a stipend of INR 30000/-per month. You will report to Adthale, Poornima J (padthale@in.ibm.com) in Bangalore. At the end of the internship, you will submit a copy of your report to the Company. You may contact your manager for further guidance on your project.

To facilitate relocation (As per IBM policy, provided your current location in India is more than 100 kms from your offered work location), you are entitled to a one time relocation allowance of a flat amount of INR 35000/- which will enable you to make necessary arrangements for your travel, accommodation and conveyance in your location during the course of your Internship with IBM and will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. Please note that this one time relocation allowance is subject to appropriate income tax deductions as per applicable law and is a one time payment which is paid out with the first month Stipend.

This is a temporary internship assignment which may be terminated at any time by you or IBM and does not imply any commitment by IBM to regular employment.

Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of IBM and act in accordance with the values and principles of the Company.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.



- Any change of joining date must be sent to islcampus@in.ibm.com at least 5 days prior to your original joining date. The new joining date must be a Tuesday, Wednesday, or Thursday and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Bhartiya Centre of Information Technology, 15th Floor, Training Room Nos 3,4,5 & 6, Milestone Buildcon, Chokkanahalli, Thanisandra Main Road, Bangalore –560064. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.



- This offer is contingent upon you being fully COVID-19 vaccinated prior to your start date, and submitting proof of your vaccination status before the start date. During the Onboarding process you will be asked to confirm your vaccination status, and onboarding / start of employment with IBM is contingent on your satisfactorily providing proof of vaccination status. However, if you are unable to be vaccinated due to a valid medical or religious reason, please indicate the same when asked. IBM will consider such requests on a case by case basis subject to submission of required proof satisfactory to IBM, and may either exempt you from vaccination requirements, or may permit you to defer submission of proof of vaccination to an alternate date. IBM's decision in this respect shall be final. The specific procedure for you to submit proof of vaccination status, or requests for exemption, will be separately communicated to you.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all Interns of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is INR 500,000/-. Coverage applies world-wide, 24 hours a day.

Please contact us via internshiring@in.ibm.com for any queries regarding your internship assignment.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to read 'Alingh'.

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)



SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



IBM CONFIDENTIAL

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / ___

In consideration of my internship with International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), and the payment to me of a stipend or other compensation related to my internship, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my internship, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. Once my IBM internship ends, or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. I understand I am not prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

(a) During my internship with IBM and six months thereafter, I will not directly or indirectly solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM.

(b) I agree that during my internship with IBM and for six months thereafter, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my responsibilities during my internship with IBM.

2. I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.



If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my internship with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM internship.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after my IBM internship ends, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.



I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my internship relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my internship, any personal information about others to which I may have access during my internship at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

11. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in appropriate action, and any other appropriate relief for IBM including money damages, equitable relief and attorney's fees.

12. This Agreement shall constitute a part of my terms of internship with IBM and is executed contemporaneously with my offer of internship with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Intern's Full Name	Intern's Signature	Intern Serial No.	Date



Fwd: IBM-CIO Shortlist -2023.

1 message

Placements HEAD <placements@cbit.ac.in>

To: Principal CBIT <principal@cbit.ac.in>, Director CDC <director_cdc@cbit.ac.in>, po@cbit.ac.in, Anne Violet CBIT-HR <hr@cbit.ac.in>, faculty_placementcoordinators@cbit.ac.in, saivaishnavi2002@cbit.ac.in, 2023placementinfo@cbit.org.in

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

From: **Lochan V M** <Lochan.V.M@ibm.com>

Date: Sun, Aug 28, 2022 at 6:53 PM

Subject: IBM-CIO Shortlist -2023.

To: Placements HEAD <placements@cbit.ac.in>, po@cbit.ac.in <po@cbit.ac.in>

Cc: Naveen Ramaiah <naramaia@in.ibm.com>

Dear Placement Team,

Greetings from IBM..!

This is in further to the coding assessments and Interviews which was conducted for IBM India Development centre for the role **Software Developer**, we would like to inform that below candidate

IBM Candidate Reference Number	Candidate Full Name (as per EAF)	Email ID	Highest Qualification	CGPA	Highest Qualification Branch	AR	C
8530636	Akshith Reddy Ganta V S	akshith2665@gmail.com	BE	8.66	Computer Science and Engineering	725000	
8513265	Ribhu Bhatta Charya	ribhu5101@gmail.com	BE	8.53	Electronics and Communications Engineering	725000	
8501870	Sai Vaishnavi Patil	saivaishnavi2002@gmail.com	BE	8.16	Electrical and Electronics Engineering	725000	

Candidate Available for **Internship + Full Time**.

Internship Starts From JAN.

Stipend – 30000 PM For B.E & B.Tech.

Location Of JOB – Bangalore or Hyderabad.

No active Backlogs & CGPA of Equal to or greater than 7/70% at the time of Onboarding.

Pls acknowledge.

Thanks & Regards

Lochan Viswakarma Mahendrachar

TA Partner - IBM Campus Team

+91 9916582856

E-mail: Lochan.V.M@ibm.com



Manyata Embassy Park Block-G2,Ground Floor Nagawara, Bangalore, Karnataka 560045, INDIA

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With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
98494 66587



INTERNSHIP OFFER LETTER

Date: 27/02/2023

Place: Hyderabad

Rishik Routhu, S/O: Routhu Laxminarayana, H.No: 10-4-249, Road No 10, Subash Nagar, Karimnagar, Telangana-505001.

Dear **Mr. Rishik Routhu,**

It is our pleasure to offer you an Internship-training as a project intern in the Department of **NPBU at Brane Services Private Limited**, Hyderabad. This appointment will begin on **1st March 2023** with an internship stipend of **INR 20000/-** per month. You will work for **45 hours** per week totalling to **1080 hours** for the duration of the internship. You will be working from office location address: **Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal, Hyderabad-500081.** However, at the sole discretion and options of the Organization You may be given an opportunity for working from home depending on the Organization's working policy and the prevailing COVID-SARS pandemic situation.

We anticipate that your internship appointment will continue for **3 Months** i.e., till **31st May 2023**, contingent upon your training progress, funding availability, program needs and satisfactory performance.

On your joining day You will be reporting to **Leadership Module/HR Team** and for your internship period You will be collaborating and working with your **Module Leader** working in **NPBU**.

Please note that this is not any offer for permanent employment in our Organization. This offer for internship does not entitle you for any automatic or permanent employment with our Organization either during or after successful completion of your internship with us. Your internship may be terminated at any time at the sole discretion of the Organization with or without any reason. During your internship You will not be eligible for any benefits (or) emoluments (or) schemes which our Employees are eligible for or awarded. You shall strictly adhere to and follow in letter and spirit the Organizational policies and the guidelines issued by your Supervisor from time to time. If You do not agree with any of these terms and conditions, please do not accept or sign this internship offer letter.

We look forward to working with you. Please do not hesitate to call **Leadership Module/HR Team** if you have any questions about your internship. If you are unable to access the websites indicated in this letter, please contact **Leadership Module/HR Team** for a hard copy of these materials.

If You accept to the above terms and conditions and the internship opportunity, please send us a counter signed copy of this letter as an acknowledgement of acceptance to the above and also the Internship.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad, Rangareddi.

TG-500081



SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

PRIVATE AND CONFIDENTIAL

November 10, 2022

Sai Aditya Tirukkolluru

Address

H.No:15-17-391/4, Vijay
anagar Colony, Bypass
Road, Khammam,
Telangana.

Dear Aditya,

We are pleased to offer you an internship with Silabs India Private Limited (“Silicon Labs”). Your internship, should you accept, will begin on January 9, 2023 (the “Effective Date”) for the duration of 3 months and extendable.

- 1) You will be compensated Rs. 35000/- per month.
- 2) In addition to the duties that were outlined during your selection, you shall perform such other duties that are associated with the position and as Silicon Labs’ authorized representative deem necessary from time to time.
- 3) Although Silicon Labs expects the internship arrangement to be fruitful, the company reserves the right to terminate it based on circumstances with one month’s notice. Likewise, if due to any exigency, you wish to discontinue, you can do so with one month’s notice.
- 4) You shall dedicate your complete efforts and time to the company and agree to perform your duties faithfully and to the best of your ability. During your internship, you will abide by the Company’s policies. You agree not to engage in any other engagement, occupation or consulting activity for any direct or indirect remuneration without the prior written approval from a Silicon Labs authorized representative.
- 5) You must execute the Proprietary Information and Inventions Assignment Agreement (the “PIIA”) attached to this offer which shall take effect on the Effective Date.

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Website: silabs.com
CIN: U72900TG2020PTC139507

DS
Slt

This letter agreement supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter. We hope that this paid internship will be favorably received, and we look forward to you interning at Silicon Labs.


Sincerely,

DocuSigned by:

BE99C454E699439...

Néstor Ho
Director
Silabs India Private Limited

I accept the terms of this offer letter.

Signed: 
9341D32A3464405...
Sai Aditya Tirukkolluru

Date: 11/10/2022

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Website: silabs.com
CIN: U72900TG2020PTC139507

Proprietary Information and Inventions Assignment Agreement

Intern (Print): Sai Aditya Tirukkolluru

This Proprietary Information and Inventions Assignment Agreement ("Agreement") is made and entered into by Sai Aditya Tirukkolluru ("Intern") and **Silabs India Private Limited** (CIN: U72900TG2020PTC139507) ("Silicon Labs" or "the Company") in furtherance to the Intern's internship contract dated January 9, 2023. The Intern and Silicon Labs are collectively referred to as the "Parties" and individually as the "Party."

In consideration of (i) my internship with Silicon Labs, (ii) specialized training in Silicon Labs' business and access to Silicon Labs' proprietary and confidential information that will be provided to me during my internship, and (iii) the compensation and additional benefits that will be paid or granted to me during my internship I agree to the terms set forth below.

The terms of this Agreement apply throughout my internship at Silicon Labs or any of its subsidiaries or affiliated companies, commencing with the first day of my internship at Silicon Labs, as set forth above.

1. PROPRIETARY INFORMATION

1.1 The term "**Proprietary Information**" refers to:

(a) all information belonging to, or otherwise relating to the business of, Silicon Labs or its parent, subsidiaries and affiliates (together the "**Silicon Labs Group**"), that is not generally known, and which the Silicon Labs Group has taken reasonable measures under the circumstances to protect from unauthorized use or disclosure; and

(b) all information belonging to, or otherwise relating to the business of a third party, that is not generally known, and which was disclosed by that third party to the Silicon Labs Group in strict confidence.

I understand that Proprietary Information may be contained in any medium, whether oral or written and may not be explicitly marked as proprietary, confidential or a trade secret. If I have questions about whether something is Proprietary Information, I will promptly ask Silicon Labs' Legal Department. I understand that common examples of Proprietary Information are:

- (i) Technical information that is in use, planned, or under development, such as information concerning the manufacturing, testing, and assembly of Silicon Labs' products, specifications and block diagrams of Silicon Labs' products, improvements, ideas, conceptions, compilations of data, data, processes, discoveries, formulas, and compositions of matter and processes relating to the Silicon Labs Group;
- (ii) Business information, such as information concerning business plans, operations, products, corporate strategies, marketing, sales, inventions, designs, costs, legal

strategies, finances, employees, current and prospective customers, licensees, or licensors;

- (iii) Information relating to future plans, such as marketing strategies, new product research, pending projects and proposals, proprietary production processes, research and development strategies, and similar items; and
- (iv) All “trade secrets” within the meaning of the Uniform Trade Secrets Act. I hereby waive any requirement that Silicon Labs submit proof of the economic value of any trade secret or, to the fullest extent permitted by law, to post a bond or other security to enforce its rights under applicable law.

1.2 Non-Disclosure

(a) Except when acting within the scope of my duties or with prior written authorization from the General Counsel or duly-authorized officer of Silicon Labs, I will not use, disclose, or reveal to any person any Proprietary Information provided to me or discovered by me before or during my internship with Silicon Labs.

(b) I will comply with Section 1.2 during and after my internship at Silicon Labs. Nothing in this Section 1.2 shall limit my non-disclosure obligations under any applicable rule, statute, regulation or other Company policy.

At the end of my internship or upon written request from the Company, I will immediately return all Proprietary Information and all electronic or printed copies, containing or in any way pertaining to confidential or Proprietary Information to Silicon Labs.

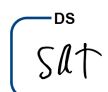
1.3 **Remedies for Breach.** I agree that my violation of this Agreement would cause irreparable harm to Silicon Labs. Accordingly, in the event of my actual or threatened breach of the provisions of this Agreement, Silicon Labs, in addition to all other rights, will be entitled to seek an injunction restraining me from breaching this Agreement.

2. RIGHTS IN DEVELOPMENTS

2.1 The term “**Inventions**” refers to each discovery, formulae, idea, improvement, work of authorship, or invention that I make, create, conceive, reduce to practice, develop, or discover, in whole or in part, alone or with others:

- (a) in the performance of any work for Silicon Labs;
- (b) which relates to Silicon Labs’ business; or
- (c) which results from any work performed for Silicon Labs or the use of Silicon Labs’ equipment, supplies, facilities or information.

2.2 The term “**Intellectual Property Rights**” refers to all trade secrets, patent rights, copyrights, trademarks, Moral Rights (if recognized) and other intellectual property rights recognized by the laws of any jurisdiction or country.



2.3 I assign and agree to assign to Silicon Labs all of my rights to any Inventions (and all Intellectual Property Rights with respect thereto), absolutely and forever, throughout the world and for the full term of each right, including renewals and extensions. All Inventions, in whatever form, is Silicon Labs' property and Silicon Labs shall be the sole owner of all Intellectual Property Rights in connection with such Inventions. Silicon Labs may freely develop and alter such Inventions, and license, sub-license and assign them to third parties without obtaining my prior consent. If any Invention or Intellectual Property Rights cannot be assigned under applicable law, I grant to Silicon Labs an exclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free, unlimited license that can be sublicensed (through one or multiple tiers), to use, reproduce, distribute, create derivative works of, publicly perform, publicly display and digitally perform and display such work in any media or form now known or hereafter known. Outside the scope of my service, I agree not to (a) distribute, modify, adapt, alter, translate, or create derivative works from any such work of authorship or (b) merge any such work of authorship with other Inventions.

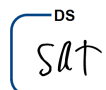
2.4 During and subsequent to my internship with the Silicon Labs Group, I will perform all acts necessary to permit and assist Silicon Labs in documenting, perfecting, obtaining, maintaining, defending, and enforcing Intellectual Property Rights and/or my assignment with respect to such Inventions in any and all countries. This includes executing documents and cooperating in legal proceedings. I agree that such actions will be without compensation, but at Silicon Labs' expense. I irrevocably designate and appoint Silicon Labs and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents and to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.

2.5 Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure, and withdrawal, and any other rights that may be known as or referred to as "**Moral Rights.**" If Moral Rights cannot be assigned under applicable law and the following is allowed by the laws in the various countries where Moral Rights exist, I waive such Moral Rights and consent to any action of Silicon Labs that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by Silicon Labs.

2.6 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, all the assignment under this Agreement in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to me, even if Silicon Labs does not exercise the rights under the assignment within a period of one year from the date of assignment. I waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

2.7 I will not create any Inventions that are unoriginal or defame the Silicon Labs Group, its employees, officers, directors, consultants, agents, or any third party or constitute a violation of the rights of privacy of Silicon Labs' other employees or any third party.

2.8 I will keep complete, accurate, and authentic information and records on all Inventions. Such information and records, including copies, will be Silicon Labs' property and are considered Proprietary Information and therefore subject to Article 1. I will promptly surrender all such original and electronic or printed copies of such information and records when requested or within 24 hours from the end of my internship.

The logo for Silicon Labs, featuring the letters "SLT" in a stylized, handwritten font inside a blue rounded square border. Above the "SLT" is the letters "DS" in a smaller font.

2.9 I acknowledge and agree that nothing in this Agreement grants me, by implication, estoppel or otherwise: (a) a license to any rights in a Silicon Labs Invention or any Ownership Rights therein or (b) a license regarding and of Silicon Labs' existing or future Ownership Rights. If I desire to identify and state specifically that certain prior inventions are not subject to this Agreement (collectively, "**Retained Inventions**"), I will complete the Retained Inventions Statement attached as Schedule A to this Agreement. If I incorporate or help incorporate any Retained Inventions into an Invention, product or service, or rely upon any Retained Invention in discovering, developing, creating, conceiving, or reducing to practice any Invention, product or service, I hereby grant to the Company a nonexclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free license that can be sub-licensed (through one or multiple tiers), to all Intellectual Property Rights in such Retained Inventions.

2.10 **CONSENT TO PHOTOGRAPHY AND OTHER RECORDINGS.** I agree that my name, voice, picture and likeness may be used in Silicon Labs' advertising, training aids, and other materials that relate to the business of Silicon Labs without payment of separate compensation to me. I will not issue or release any articles, advertising, publicity, or other matter relating to Silicon Labs, or provide any information regarding Silicon Labs to any other person intending to do so, without Silicon Labs' specific written consent.

3. **CHOICE OF LAW**

3.1 I agree and consent to service by mail of any paper initiating any suit, action, or proceeding at the address set forth on my pay statement. I will update my address with Silicon Labs whenever a change in address occurs. I waive any objection to service by mail where Silicon Labs addresses service to the most recent address provided by me.

3.2 I agree that the laws of India shall apply to any suit, action, or other legal proceeding arising out of or relating to this Agreement, regardless of any contrary common law or statutory provisions related to conflicts of laws. The courts at Hyderabad shall have exclusive jurisdiction over all disputes or claims between the Parties under this Agreement.

4. **ASSIGNMENT.** I will not assign my rights or delegate any duties or obligations under this Agreement. The Agreement will be binding upon my heirs, executors, administrators, and other legal representatives. The rights and obligations of Silicon Labs under this Agreement shall inure to the benefit of and be binding upon the successors and assigns of Silicon Labs and Silicon Labs may freely assign its rights hereunder.

5. **SEVERABILITY.** If any provision of this Agreement is held to be unenforceable, such provision will be distinct and severable from the other provisions of this Agreement, and such unenforceability will not affect the validity and enforceability of the remaining provisions. If a court holds that the Agreed Period, scope, or any other restriction stated in any provision of this Agreement is unreasonable under circumstances then existing, the parties agree that the maximum duration, scope, or other restriction that the court deems reasonable under such circumstances will be substituted and that the court will have the power to revise any of those restrictions to cover the maximum period, scope, and/or other restriction permitted by law. It is the intent of the parties that the court, in establishing any such substitute restriction, recognize that the parties' desire is that the stated restrictions upon which the parties have agreed be honored to the maximum lawful extent.

6. **MISCELLANEOUS**

6.1 The waiver by Silicon Labs of any provision of this Agreement, or the waiver by Silicon Labs of a breach of any provision of this Agreement by me, shall not operate or be construed as a further or continuing waiver of any subsequent breach by me.

6.2 This Agreement constitutes the sole and entire agreement between the parties relating to its subject matter, and it supersedes and cancels all previous written or verbal agreements or understandings between the parties except that this Agreement shall not be deemed to supersede or cancel any obligations of me under any deferred compensation or stock option award plan to which I may be a party.

6.3 I have carefully read and fully understand all provisions of this Agreement and am knowingly and voluntarily entering into this Agreement. I understand and agree that certain provisions of this Agreement, including Articles 1, 1.3, 2.10, 3, 5 and 6, survive termination of my internship with Silicon Labs for any reason and represent continuing obligations of me to Silicon Labs.

IN WITNESS WHEREOF, I have executed this Agreement on the date set forth below.

Intern Signature: 
Print Name: Sai Aditya Tirukkolluru

Date: 11/10/2022

Annexure A to Proprietary Information and Inventions Assignment Agreement

Prior Inventions Statement

The following is a complete list of all the Prior Inventions in accordance with Section 2.9 of the Proprietary Information and Inventions Assignment Agreement.

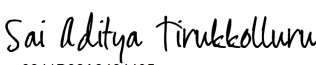
yes _____ I have no inventions to disclose.

NA _____ Below is a complete and accurate list of Prior Inventions, as that term is defined in the Agreement to which this Annexure A is attached.

Disclosure #	Invention Title
_____	NA
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Sai Aditya Tirukkolluru

By:

DocuSigned by:

 9341D32A3464405...

Print Name:

Sai Aditya Tirukkolluru
 H.No:15-17-391/4,Vijayanagar
 Colony, Bypass Road, Khammam,
 Telangana. PIN:507002.

Address:



July 25, 2022

Sai Bharadwaj V S Munjuluru

Dear **Sai Bharadwaj**

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Graduate Engineer Trainee and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

- a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.
- b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Aug 8 2022** to **Aug 7 2023**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **40,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

- a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.
- b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.



8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy.

Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,

Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

Signature:

Date: July 25, 2022 | 4:15:31 AM PDT

Name **Sai Bharadwaj V S Munjuluru**



Annexure I

You are required to sign the certain documents mentioned below.

- ***Application for Employment,***
- ***Proprietary Information & Inventions Agreement,***
- ***Code of Ethics & Business Conduct***
- ***Conflict of Interest survey***

Please note that the validity of this Internship letter is contingent upon the following conditions:

- The return of a signed copy of this internship letter on or before **Aug 8 2022**
- Providing original documents for verification of identity and credentials, as furnished in the Employment Application Form. You must present this on or before **Aug 8 2022**
- The submission of a fully completed Employment of Application Form along with
 - Copies of Professional Qualification
 - Copy of Passport and valid visas
 - 4 passport size photographs
 - Proof of address
 - Updated Resume
 - Proof of Age

The return of signed copies of the Synopsys Proprietary Information and Inventions Agreement, Code of Ethics and Business Conduct, and Conflict of Interest Survey (**will be given upon joining**).

Yours sincerely,

DocuSigned by:
Mona Kumari
152612827FA641E
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Sai Bharadwaj V S Munjuluru
C0BAC808000A6E
Signature: **Sai Bharadwaj V S Munjuluru**

Date: July 25, 2022 | 4:15:31 AM PDT

Date: December 09, 2022

Name: K Sai Kumar Reddy

Address: RoadNo:4, Hno:5-9-231/245 Employees Colony, Yapral,
Secunderabad, Telangana.

Internship Offer

Dear **K Sai Kumar**,

On behalf of ValueLabs, we are pleased to extend to you this offer of internship with the **SD** team at ValueLabs. Please be advised that you are expected to accept this offer within one (1) day of the receipt of this offer letter, failing which, this offer shall be revoked from our end. You may send us your acceptance by replying to the email containing this offer letter.

Upon acceptance of this offer, your internship period shall begin on **January 02, 2023** and shall end on **June 02, 2023**. During this period, you will receive a stipend of **INR 35000 (INR Thirty Five Thousand Only) per month**. However, you will not be eligible to receive any other employee benefits that a regular ValueLabs employee can avail, including but not limited to, health insurance, paid leaves or holidays, etc.

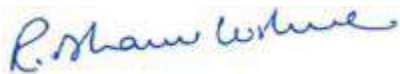
You are expected to work (9) hours per day, including one (1) hour of break time, for five (5) days in a week. Your leaves during the internship period will be governed as per ValueLabs leave policies. Any *ad hoc* leave requests shall be subject to the discretion of your reporting manager and if approved, it shall be deemed as loss of pay.

By accepting this offer and the attached Internship Agreement, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. We look forward to having you on board!

Yours Sincerely,

For ValueLabs Solutions LLP,



Bhanu Kishore Rampalli
President



K Sai Kumar Reddy

ValueLabs Solutions LLP

Building, LH 99, M/s. Lanco Hills Technology Park Pvt Ltd, IT/ITES, Manikonda Village
Rajendra Nagar Mandal, Ranga Reddy District, Hyderabad – 500089
www.valuelabs.com

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

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

Private & Confidential

Reference: 187394

Dated: 24 November 2022
Ahmed, Md Tousif

Dear Md Tousif,

It is our pleasure to offer you student internship to work on a project with Oracle India Private Limited, IDC (the **Company**) by way of this internship letter.

Appointment

Your project location would be Hyderabad.

The duration of your internship will be from **11 January 2023** to **07 July 2023**. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

Stipend

Under this internship, you will be paid a stipend of INR **50,000.00** per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings,

software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

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



Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

Guidelines For Interns

- To enable us to equip you with some of the skills that you may require in your future professional career, you would be required to be available for eight hours each working day at the Company, excluding breaks, during the course of your internship. Your mentor will communicate to you the specific timings that you need to maintain at the Company.
- You will be eligible to take leave of up to 2.25 days per month subject to prior notification and approval from your mentor, and you will be governed by the public/Government holidays as applicable to the Company's location where you are interning.
- You will have to sign our standard "Internship Non-Disclosure Agreement".
- You will be required to comply with the Company's background check process as applicable to interns prior to commencement of the internship. As part of your background check, as well as during the course of your internship, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information, as it may deem necessary, from time to time, as necessary for the purpose of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other group company, or to third party service providers, within or outside India, any such personal information relating to you.
- Access card for entry into Oracle office will be provided for the duration of the project, after which, you are required to return the access card.
- Any project carried out at the Company will remain the property of the Company and you will not be allowed to keep with you in any format or mode & any part thereof without the Company's express consent. All rights to such project will remain solely with the Company.
- You need to abide by all relevant company policies, including the policies concerning physical security, information security, discipline, confidentiality, conduct & ethics at workplace, etc.
- You shall be required to prepare a project report and a copy of the report shall be retained by the Company.
- If the project requires generation of source code, the same shall not be included in the project report, nor can you remove a copy of the source code from the office in any format or mode.
- In any work output/product resulting from this internship shall be disclosed by you that you were doing internship assignment for and on the Company's behalf and that the Company owns copyright of the reports/output you created.
- You shall not acquire the status of an employee nor a right to claim employment with the Company by virtue of your participation in this project/internship.

INTERNSHIP OFFER LETTER

December 07, 2022

Ms. Supriya Chakilam
Chaitanya Bharati Institute of Technology
Gandipet, Hyderabad – 500 075

Dear Ms. Supriya,

On behalf of Signion Systems Pvt. Ltd., we are pleased to offer internship to you as a "Embedded Systems Engineer Intern" in our company. Your internship will commence from January 02, 2023.

As an intern, you will be paid a sum of ₹15,000/- (Rupees Fifteen thousand only) per month as a stipend during your training period, scaled down as per your attendance and performance during the internship. You would also be eligible for a bonus up to ₹1,00,000/- at the end of the internship, upon achieving the goals outlined at the beginning of the internship.

Your internship will be for a period of six months. However, the company may terminate your internship in case of lack of attendance or satisfactory performance with or without notice at any time. Based on the evaluation done by your supervisors, your status in the organization may be revised to full-time employment with a minimum CTC of ₹7,00,000/- per annum.

You must submit the copies of your certificates as a proof of your educational qualifications, Aadhar Card, PAN Card, bank account details, Covid vaccination certificate, along with a latest passport size color photograph for our records.

During internship you may receive confidential information about our company, signing this letter will confirm that you will not disclose that information to any third party. After the completion of internship, you shall immediately return all the company equipment and data (electronic/physical).

Please feel free to contact us on +91-98480 76172 or +91-98481 46359 or mail to admin@signion.com for any further clarifications.

Kindly send us a signed copy of this offer letter as an acceptance of the same on or before 12th December 2022. By signing this offer letter, you agree to follow the employment policies of our company. We look forward to welcoming you as a new team member.

For SIGNION SYSTEMS PVT. LTD.



(Chandana Nagesh)
Manager-Accounts & Admin.



Acceptance by intern:

Date:



**Broadridge Financial Solutions (India)
Private Limited**
Registered Office:
Survey No. 64 (Adjacent to Cyber Towers)
Hi-TecCityMadhapurSerilingampallMandal
Ranga Reddy District, Telangana
CIN: U74999TG2007PTC052368
B +91 40 6627 8000, 4432 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Dec 12, 2022

Ms. Pabbathi Pallavi,
H-No:15-106, Village: Choppadandi, District: Karimnagar 505415

Dear Pallavi,

We are hereby pleased to inform you that you have been selected as an Intern in our organization. Your training period starts from January 09, 2023 and will end on June 30, 2023. During this period our organization will be imparting on the job training to you.

The company works 7 days a week, 24 hours a day. You may be required, during the assigned hours which might include night shifts, to avail the training. You will be required to undergo training 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. You will be paid a monthly stipend of Rs. 30,000/- (Rupees Thirty Thousand Only).

The organization reserves the right to terminate your training at any time during this training period.

The terms of this offer are intended to be kept strictly confidential.

In case of resignation of services, you will be required to give a one-month notice in writing.

Once again let me express our unanimous excitement at the prospect of your joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

Ankit Arora
Head Talent Acquisition



Sep 16, 2022

Sudheer Kumar Pabbathi

Dear **Sudheer Kumar**

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Graduate Engineer Trainee and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

- a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.
- b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Oct 3 2022** to **Oct 2 2023**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **40,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

- a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.
- b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.



8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy.

Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.
Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...

Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

Signature:

Date: _____

Name **Sudheer Kumar Pabbathi**



Annexure I

You are required to sign the certain documents mentioned below.

- ***Application for Employment,***
- ***Proprietary Information & Inventions Agreement,***
- ***Code of Ethics & Business Conduct***
- ***Conflict of Interest survey***

Please note that the validity of this Internship letter is contingent upon the following conditions:

- The return of a signed copy of this internship letter on or before **Oct 3 2022**
- Providing original documents for verification of identity and credentials, as furnished in the Employment Application Form. You must present this on or before **Oct 3 2022**
- The submission of a fully completed Employment of Application Form along with
 - Copies of Professional Qualification
 - Copy of Passport and valid visas
 - 4 passport size photographs
 - Proof of address
 - Updated Resume
 - Proof of Age

The return of signed copies of the Synopsys Proprietary Information and Inventions Agreement, Code of Ethics and Business Conduct, and Conflict of Interest Survey (**will be given upon joining**).

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

Signature: **Sudheer Kumar Pabbathi**

Date: _____

Date: 12-12-2022

To,

Placement Department,
Chaitanya Bharathi Institute of Technology,
Hyderabad.

Dear Sir/Madam,

On behalf of FIX Flyer Information Technologies Pvt Ltd, I am glad to extend the intimation of internship program for 2023. Below are the program details:

<u>Start Date:</u>	09 January, 2023
<u>Duration of Internship:</u>	5 Months
<u>Tentative last date of Internship:</u>	31 st May, 2023
<u>Location:</u>	Flyer Office
<u>City:</u>	Hyderabad
<u>Address:</u>	FIX Flyer Information Technologies Pvt. Ltd. Plots: 8A/ 8B1, Survey No: 83/1, 303, 3rd Floor, Urban Desk, Gowra Palladium, Raidurg Panmaktha, Serilingampally, RR District, Hyderabad – 500081
<u>Mode of Internship:</u>	In-person from Flyer Office
<u>Program Manager:</u>	Vishaal Kant, Executive Director
<u>HR Contact:</u>	Shireesha Talakant
<u>Internship fee:</u>	INR 25000 per month

Please consider this formal request to the committee to permit the selected students to attend the program and complete the internship. Please be known that the required considerations would be made for the final examinations of the students and further employment would be contingent upon the clearing of all the exams.

Sincerely,



Sowmya Kambam
Managing Director



T-WORKS FOUNDATION

A Government of Telangana Initiative



TW/22-23/INT/016

Date: 22-01-2023

INTERNSHIP OFFER LETTER

Name : Kongala Sai Teja
Address : 4-3-185/21/WMR, Defence colony,
Hayathnagar, Ranga reddy district,
Telangana - 501505

Dear Sai Teja,

We are pleased to offer you an Internship with T-Works Foundation with the designation of **Electronics - Intern**.

As an Intern, you will be mentored by the T-Works Engineering team on the project assignment and deliverables.

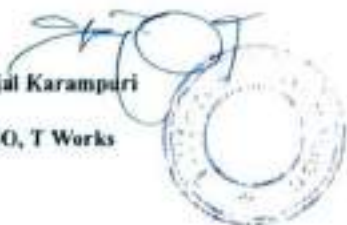
Your appointment as an intern will be for 4 months and tonable only for the duration of the project. Your stipend is **INR 6000/- per month (Six Thousand only)**. (inclusive of all allowances)

Your effective joining date is 30 January 2023. Your role is full-time and is based out of Hyderabad.

Thanking you,

For T-Works Foundation.

Sujal Karampari
CEO, T Works



T-Works Foundation is a registered company u/s 8, Companies Act 2013

+91-40-48590752
CIN: U74999TG2017NPL120864

www.tworks.telangana.gov.in
tworks@telangana.gov.in

Registered Office:
3rd Floor, D-Block, Telangana
Secretariat, NTR Marg,
Hyderabad - 500022

Corporate Office:
7th floor, Splendid Towers,
Begumpet,
Hyderabad -500016.



July 25, 2022

T Nachika

Dear **T Nachika**

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Graduate Engineer Trainee and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.

b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Aug 8 2022** to **Aug 7 2023**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **40,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.

b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.



8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy. Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.


Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...

Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:

DE0E1A8E3C27464...
Signature:

Name **T Nachika**

Date: July 25, 2022 | 6:44:38 AM PDT



Annexure I

You are required to sign the certain documents mentioned below.

- **Application for Employment,**
- **Proprietary Information & Inventions Agreement,**
- **Code of Ethics & Business Conduct**
- **Conflict of Interest survey**

Please note that the validity of this Internship letter is contingent upon the following conditions:

- The return of a signed copy of this internship letter on or before **Aug 8 2022**
- Providing original documents for verification of identity and credentials, as furnished in the Employment Application Form. You must present this on or before **Aug 8 2022**
- The submission of a fully completed Employment of Application Form along with
 - Copies of Professional Qualification
 - Copy of Passport and valid visas
 - 4 passport size photographs
 - Proof of address
 - Updated Resume
 - Proof of Age

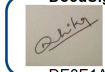
The return of signed copies of the Synopsys Proprietary Information and Inventions Agreement, Code of Ethics and Business Conduct, and Conflict of Interest Survey (**will be given upon joining**).

Yours sincerely,

DocuSigned by:

159812922FAE41C...
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:

DE0E1A8E3C27464
Signature: **T Nachika**

Date: July 25, 2022 | 6:44:38 AM PDT

05th January, 2023

Revanth Gugulothu

Department of Electronics and Communications ,
Chaitanya Bharathi Institute of Technology,
Hyderabad - 500075,

Dear Revanth Gugulothu ,

Pursuant to our recruitment process, we are pleased to offer you an **Internship** for Five months at our **Hyderabad** branch.

1. Start date : 01st February, 2023
2. Job Description : You will be assigned a technology project and are required to submit a detailed project report at the end of the term.
3. Stipend : The stipend will be 10,000/- per month. On successful completion of training, the stipend will be retrospectively adjusted to 25,000/- per month.

It is accepted that you will keep the assigned work confidential and no business will be discussed with any person outside of organization other than with explicit consent by the organization.

On joining, you are expected to submit copies of the educational certificates for our record and agree to the non-disclosure policy of the company. Any tax liability arising out of your compensation should be borne by you as per applicable tax laws. The employment conversion can be evaluated based on your performance during the Internship and salary on employment will be as per industry standards.

Please confirm your acceptance of this Internship by duly returning a signed copy of this offer letter.

If you have any queries please write to our HR at hr@bizacuity.com or call @ + 91 40 431 11808

Welcome to BizAcuity and wishing you all the best.

Sincerely,



Prachi Kulkarni
HR Manager

Signed & accepted by

BizAcuity Solutions Pvt. Ltd. H. No. 1-98/G/& (P)&8(P). No. 101, Hitech Pearl, Shilpi Valley,
Madhapur, Hyderabad – 500 081, INDIA. Ph. No. +91 40 43111808 e-mail: info@bizacuity.com
www.bizacuity.com. CIN U72200TG2011PTC074277



Indian Institute of Technology Hyderabad
National Highway 9 Kandi, Sangareddy
Telangana - 502284
Phone: (040) 2301 6772;
Fax: (040) 2301 6000

Date: 31-10-2022

Dear Gaddam Likhitheshwar ,

I am pleased to inform you of your selection to the Future Wireless Communications certificate program.

During this program, you will receive an amount of 30,000/- INR per month, payable at the end of each month starting Nov 2022. The payment is conditional on the successful completion of the course modules. During the course period, you will be designated as a Project Intern in the 5G/6G research projects of IIT Hyderabad.

Yours sincerely,

Prof. Kiran Kuchi



INTERNSHIP OFFER LETTER

Date: 10/01/2023

Place: Hyderabad

Karthik Dade, S/O: Krishna, H.No:1-5-373, Raja Nagar Colony, Kamareddy, Telangana-503111.

Dear **Mr. Karthik Dade,**

It is our pleasure to offer you an internship-training as a project intern in the Department of **Business Solutions** at **Brane Services Private Limited**, Hyderabad. This appointment will begin on **16th January 2023** with an internship stipend of **INR 20000/-** per month. You will work for **45 hours** per week totalling to **1080 hours** for the duration of the internship. You will be working from office location address: **Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal, Hyderabad-500081**. However, at the sole discretion and options of the Organization You may be given an opportunity for working from home depending on the Organization's working policy and the prevailing COVID-SARS pandemic situation.

We anticipate that your internship appointment will continue for **6 Months** i.e., till **17th July 2023**, contingent upon your training progress, funding availability, program needs and satisfactory performance.

On your joining day You will be reporting to **Leadership Module/HR Team** and for your internship period You will be collaborating and working with your **Module Leader** working in **Business Solutions**. "On completion of 60 days tenure as an intern at Brane, you may be provided an offer of employment, subject to successful completion of an internal assessment and obtaining satisfactory performance feedback from relevant stakeholders. However, if you are unable to complete the assessment and or in case of failure in obtaining satisfactory performance feedback from stakeholders, you will be given a further opportunity to take a final assessment post completion of 30 days from the date of first assessment however, this is subject to your continuation of internship at Brane"

Please note that this is not any offer for permanent employment in our Organization. This offer for internship does not entitle you for any automatic or permanent employment with our Organization either during or after successful completion of your internship with us. Your internship may be terminated at any time at the sole discretion of the Organization with or without any reason. During your internship You will not be eligible for any benefits (or) emoluments (or) schemes which our Employees are eligible for or awarded. You shall strictly adhere to and follow in letter and spirit the Organizational policies and the guidelines issued by your Supervisor from time to time. If You do not agree with any of these terms and conditions, please do not accept or sign this internship offer letter.

We look forward to working with you. Please do not hesitate to call **Leadership Module/HR Team** if you have any questions about your internship. If you are unable to access the websites indicated in this letter, please contact **Leadership Module/HR Team** for a hard copy of these materials.

If You accept to the above terms and conditions and the internship opportunity, please send us a counter signed copy of this letter as an acknowledgement of acceptance to the above and also the Internship.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad, Rangareddy,

Acknowledgement and Acceptance:

I have read and understood the terms and conditions of this internship offer letter and I unconditionally accept them and I am herewith signing this letter as proof of acknowledgement of the receipt and also an unconditional acceptance of it from my side.

Signed by

Name

:

Father/Mother Name

:

Age(In Years)

:

Permanent Address

:

Communication Address

:

College Name and Address

:

College Professor Reference

:



Aug 10, 2022

Sanjana Manchala

Dear **Sanjana**

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Graduate Engineer Trainee and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

- a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.
- b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Aug 16 2022** to **Aug 15 2023**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **40,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

- a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.
- b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.



8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy. Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...
Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Sanjana Manchala
12152EE235FE409...
Signature:

Date: August 9, 2022 | 10:42:00 PM PDT

Name **Sanjana Manchala**



Annexure I

You are required to sign the certain documents mentioned below.

- **Application for Employment,**
- **Proprietary Information & Inventions Agreement,**
- **Code of Ethics & Business Conduct**
- **Conflict of Interest survey**

Please note that the validity of this Internship letter is contingent upon the following conditions:

- The return of a signed copy of this internship letter on or before **Aug 16 2022**
- Providing original documents for verification of identity and credentials, as furnished in the Employment Application Form. You must present this on or before **Aug 16 2022**
- The submission of a fully completed Employment of Application Form along with
 - Copies of Professional Qualification
 - Copy of Passport and valid visas
 - 4 passport size photographs
 - Proof of address
 - Updated Resume
 - Proof of Age

The return of signed copies of the Synopsys Proprietary Information and Inventions Agreement, Code of Ethics and Business Conduct, and Conflict of Interest Survey (**will be given upon joining**).

Yours sincerely,

DocuSigned by:
Mona Kumari
159812922FAE41C...

Kumari, Mona (mkumari-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Sanjana Manchala
12152EE235FE409...

Signature: **Sanjana Manchala**

Date: August 9, 2022 | 10:42:00 PM PDT

JPMORGAN CHASE & CO.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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

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



07-Dec-2022

Keerthi Kandhi
2-1-247
Chandrannakunta suryapet
-508213
HYDERABAD
Telangana
INDIA

Dear Keerthi,

Your Internship by J.P. Morgan

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

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

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

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

Please be reminded your internship terms should be treated with the strictest confidence. To accept this offer of internship, please click on the 'Accept' button at the bottom of this page on or before 13-Dec-2022.

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

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

Appendix A – PERSONAL INTERNSHIP TERMS AND CONDITIONS

A1. Title/Category

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

A2. Internship Commencement Date

Your internship shall begin on 06-Feb-2023 ("Start Date") and shall continue, subject to the remaining terms of this agreement, until it terminates on 31-May-2023 ("End Date") without the need for notice, unless previously terminated by either party pursuant to paragraph 4 of Appendix B.

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

A3. Working Hours

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

A4. Stipend

Your stipend will be INR70,000/- per month.

Relocation Lump Sum

You will receive an additional, one-time lump sum of INR85000("the Additional Sum") gross with your first stipend. This payment will be made to you in the first available payroll after you join the Company. You should be aware that this might be in the month of joining or the following month depending on your commencement date and when all necessary data is received. This is to assist with any relocation expenses you may incur prior to joining.

If you leave the internship or your internship is terminated for any reason, you must repay to the Company the Additional Sum on a pro-rated basis as set out below:

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason within three months of your date of commencement you must repay to the Company 100% of the gross amount of the Additional Sum

If your internship period is longer than 3 months and you leave the internship or your internship is terminated for any reason more than three months but within twelve months of your date of commencement you must repay to the Company 50% of the gross amount of

the Additional Sum

If your internship period is less than 3 months and you leave the internship or your internship is terminated for any reason before completion of your internship period you must repay the Company 100% of the gross amount of the Additional Sum

A5. Probationary Period

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

A6. Leave Entitlement

A6.1 Annual Leave

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

A6.2 Other Leave

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

A7. Benefits

You will not be entitled to join the Company's benefits programs, given the short length of your fixed-term contract.

A8. Retirement Scheme

You are not eligible for retirement benefits.

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 14 days' written notice or payment of wages in lieu of such notice period.

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

APPENDIX B – GENERAL INTERNSHIP TERMS AND CONDITIONS

B1. Internship

B1.1 Your internship is subject to:

- a) you being able to carry out your role in India while being able to be physically present in an JPMC office in Hyderabad, India and obtaining and maintaining throughout your entire period of internship a valid work permit and such other permission, license or registration as may from time to time be necessary to enable you to carry out your duties and continue your internship.
- b) the completion of all pre-employment screening processes to the satisfaction of the Company, including obtaining education verification, background references and checks as sought and the execution of any other forms necessary for internship, etc.; and
- c) you being legally able to work with the Company. You undertake to disclose any internship or contractual post-internship restraints to which you are subject and which may, and will continue to, affect your internship with us and represent and warrant that:
 - ix. by entering into internship with the Company and performing the duties set out in this letter, you will not be in breach of any express or implied term of any internship or other agreement or arrangement to which you are party;
 - i. you have not taken or otherwise misappropriated and you do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers, or any third party providing services to your prior employer, or connected with or derived from your services to prior employers and you have returned to all prior employers any and all such confidential or proprietary information; and
 - ii. you are not subject to any other internship, including being subject to garden leave or any contractual post-internship restraints.

You shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph B1.

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

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

B1.4 You will not undertake outside employment or activities with or without remuneration, unless you have the prior written approval of senior management of the Company or its delegate. Outside activities may include (but are not limited to) activities as a director, officer, partner, sole proprietor, consultant or controlling stockholder of any business. If your request to undertake outside activity is not approved by management and you decide to engage in the activity, your internship may be terminated without any notice or compensation.

B2. Remuneration

B2.1 We will deposit your stipend (paragraph 4 of Appendix A) on or around the 30th of each month.

B2.2 You will be responsible for all tax liabilities world-wide arising out of payments pursuant to your internship with the Company.

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any and all withholding or deduction (for, including but not limited to, any taxes, contributions, repayments or other sums which you have agreed that the Company may withhold/deduct or which the Company is obliged or entitled to withhold/deduct from time to time under any applicable law), and the Company shall in such case be entitled to withhold, deduct or retain the amount of such tax, withholding or deduction from any sum payable to you.

B3. Incentive Compensation

For this position, you won't be eligible for incentive awards under the JPMorgan Chase Performance-Based Incentive Compensation Plan or any other non-annual incentive compensation plan.

B4. Termination

B4.1 Your internship may be terminated as follows:

a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.

b) By the Company at any time without notice or compensation if you:

i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;

- ii) seriously breach the Code of Conduct and any other Company policies;
- iii) disobey the Company's lawful and reasonable instructions/requirements;
- iv) habitually neglect your duties; or
- v) otherwise commit a material or repeated breach of your internship terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your internship and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- (a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- (b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.

B5. Leave

B5.1 Annual Leave

- (a) You will be entitled to annual leave with full pay in every calendar year – please see paragraph 6 of Appendix A, pro-rated according to the duration of your employment. The Company will be entitled to determine when annual leave is taken, although as far as possible, arrangements will be made to suit your convenience. Annual leave entitlement for each calendar year must be taken in that calendar year and only in exceptional circumstances can annual leave (other than unused statutory entitlement, if any) be carried forward into the following calendar year. All annual leave days taken will be deducted first from the statutory entitlement accumulation.
- (b) After a notice of termination has been given pursuant to paragraph B4.1 of this Appendix, you will not be entitled to take any annual leave without the express consent of the Company provided after notice of termination has been given.
- (c) You must comply with the Company's 'consecutive days leave' policies.

B5.2 Sick Leave

Any sick leave entitlement will be subject to relevant legislation and J.P.Morgan internal policies that are in force and amended from time to time. More details are set out in the me@jpmc website, which will be accessible to you upon commencement of your employment.

B5.3 Suspension Leave

The Company has the right to suspend you from your work duties with full pay when it considers it necessary to investigate any allegation of misconduct or impropriety on your part. The Company can exercise this right at its sole discretion, acting in good faith.

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your internship with the Company and during your internship with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your internship) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

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

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

B7. Return of Company Property

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

B8. Post internship Restrictions

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

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

B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or

any period of garden leave as provided in this offer letter.

B8.4 In this paragraph B8:

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

B8.5 You acknowledge and agree:

- a) that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- b) that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and the Group, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- c) that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if

the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your internship or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.

- d) that any benefit given or deemed to be given by you to the Group under the terms of this paragraph is received and held on trust by the Company for the relevant Group Company. You will enter into appropriate restrictive covenants directly with other Group Companies if asked to do so by the Company.
- e) that your internship with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- f) that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- g) that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or the Group which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- h) that you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- i) in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

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

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

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

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

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

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

B10. Working Hours

B10.1 Your total working hours (including break(s)) is 40 hours per working week during the tenure of your internship and you should attend office 5 days every working week. Your working hours may be revised at the discretion of the Company.

B11. Retirement Benefits

You are not eligible for retirement benefits.

B12. Contract Execution

B12.1 You acknowledge and agree that:

(a) This letter may be delivered in a digital or physical format. Subject to any applicable law, where the letter is provided in a digital format, you acknowledge and agree that it is being executed electronically and that it is enforceable.

- (b) You have read and understood the terms of this letter and have been provided with an opportunity to review and discuss the terms of it with advisors, if you so desire.
- (c) Should any further assurances be required or sought by the Company, you shall in good faith perform such further actions (including executing a physical copy of this letter)

B13. Governing Law and Jurisdiction

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

APPENDIX C - SYSTEMS MONITORING ACTIVITIES AND CROSS-BORDER TRANSFERS, PERSONAL ACCOUNT DEALING POLICY, AND CODE OF CONDUCT

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

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

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

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

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

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

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

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

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

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

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

If you are a seasonal or short term employee the following requirements will apply:

JPMorgan Chase requires that seasonal workers refrain from trading in Covered Accounts for the time period that you are employed in a short term training program. Please verify that you will

comply with the following personal trading requirements:

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

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

Global Personal Trading Policy:

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

Conflict of Interests and Outside Interests:

Under JPMorgan Chase & Co.'s (JPMC) Code of Conduct, employees are responsible for avoiding activities or relationships that might affect their objectivity in making decisions as an employee. Employees are not permitted to allow their personal interest to conflict, or appear to conflict, with their JPMC role and responsibilities.

Outside Interests include second jobs, not for profit activities, government positions, and positions with external companies and organizations as a director, officer, advisor, sole proprietor, consultant or owner of any business. Outside Interests may result in an actual or perceived conflict as interest. Where actual or potential conflicts of interest cannot be mitigated, you may be required to discontinue the activity or dissolve your investment.

Employees are required to seek preclearance prior to engaging in Outside Interests or immediately upon joining JPMC. Where preclearance is not required, employee must adhere to all restrictions and conditions outlined in Section 5 and 6 of the Outside Interest Policy.

Conflicts of interests may also arise from: (1) personal and business relationships; (2) the exchange of gifts and business hospitality; (3) political engagement; and (4) personal finances. Employees should avoid activities or relationships that might affect their objectivity in making decisions on behalf

of JPMC or undermine their credibility. Employees may never place personal interests ahead of our clients' interests. All potential and actual conflicts must be escalated to your manager for review and mitigation.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above.

I hereby affirm that I have read, understand, and am in compliance with the JPMorgan Chase ("JPMC") Code of Conduct and all internal JPMC policies that apply to me. I agree, as a condition of my employment, to remain in compliance with the Code of Conduct and all applicable JPMC policies.

I understand that I must conduct myself in a way that is consistent with the Code of Conduct, demonstrating compliance with the principles and intent of the Code of Conduct, and applicable laws and regulations.

I also affirm that I have reported any potential or actual violations of the Code of Conduct, JPMC policies, or laws or regulations applicable to JPMC's business, as required by the Code of Conduct. I understand that failure to do so can result in disciplinary action, up to and including termination of employment.

I understand that the Code of Conduct may be updated periodically, as necessary; and that the current version is posted on the JPMorgan Chase intranet as well as on its public website.

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

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

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